

EXHIBIT H

2019 EDITION

The 47th Annual Survey of Law Firm Economics

STAFFING
RATIOS

TOTAL
COMP

BILLABLE
HOURS

LAW FIRM
FINANCIALS

HOURLY
RATES

ALM Intelligence

THE NATIONAL
LAW JOURNAL

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F O R
M A N C E

The Survey of Law Firm Economics

2019 Edition

Conducted and Published by

THE NATIONAL
LAW JOURNAL

-- & --

ALM Intelligence

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INTRODUCTION

The ***National Law Journal's Survey of Law Firm Economics, 2019 Edition*** (based on 2018 data) is one of the most comprehensive, accurate and up-to-date set of economic statistics and financial data available for the legal profession. This year's survey contains information from 4,016 lawyers at 243 U.S. law firms. In its 47th year, the survey remains an invaluable tool for managers at law firms.

To be a useful tool, the survey must provide the relevant information required by the law firm managers. ALM Legal Intelligence partners with the International Paralegal Management Association each year to develop and publish a more comprehensive tool for managing paralegal positions. If you are interested in paralegal data, please contact ALM Legal Intelligence for product information and pricing.

ALM Legal Intelligence is committed to meeting the information needs of the legal profession and, as such, invites you as a purchaser and/or participant to call or write us with your candid critique, suggestions and questions. The survey will continue to improve only through our ability to understand your evolving needs for information. We invite you to contact us with any thoughts and/or questions. E-mail us at almlegalint@alm.com.

USE OF THE SURVEY

The survey is designed to provide the information necessary for law firm managers to evaluate their firm's performance relative to comparable law firms. The statistics included in the survey represent broad performance benchmarks against which an individual firm can be measured. Using this information, law firm management can compare their firm's performance and figures with those of the profession as a whole, as well as with firms of similar size, geographic location, population, practice specialty, and other data points.

This survey is particularly useful to firm management, administrators, strategic planners and office or department heads who are able to efficiently develop comparative analyses of the various statistical data with their firm's data. Many are experienced in development of these analyses and in development of effective presentation charts and graphs. However, over the years we have encountered others who have found the analysis more difficult. Accordingly, we have developed a program that will prepare customized tabulation of your data against relative benchmarks.

RECOMMENDED APPROACH TO DEVELOPMENT OF COMPARATIVE DATA

At first glance, the survey may seem to contain an overwhelming volume of information. However, if you follow the suggested steps, you should be able to easily develop useful, meaningful comparisons.

Step 1 - Collection of Your Firm's Data

The first step in using the survey is to develop your firm's data for fiscal year 2018. This is best accomplished by using a copy of your survey response form and worksheet. The questionnaire used in the study is included at the end of this Survey report. A review of the questions used will enable you to better understand the data herein and to make optimal use of the survey.

Step 2 - Calculate Per Lawyer or Fee Earner Statistics and Other Ratios

The second step is to calculate the various performance indicators and ratios using the data compiled in Step 1. It is important to calculate all data using the same formulae which were used to produce the data in the survey. Most information is presented in a per equity partner, per lawyer or per fee earner format. For example, to develop per lawyer gross receipts you would divide the total firm income for the year by the total number of full-time equivalent (FTE) lawyers. FTEs are defined in the questionnaire.

Example - Per Lawyer

Total Gross Receipts	\$10,000,000	=	\$200,000
Total FTE Lawyers	50		Per Lawyer

Per fee earner gross receipts would be calculated by dividing the total firm income for the year by the total number of (FTE) lawyers plus one half of the full-time equivalent paralegal staff. A further explanation of the per-equity partner, per-lawyer and per-fee

earner format is provided in the financial section.

Example - Fee Earner		
Total Gross Receipts	\$10,000,000	= \$181,818
Total FTE Lawyers	55	Per Fee Earner
+ One Half FTE Paralegal		
Staff (10 FTE Paralegals x .5 = 5)		

Step 3 - Evaluating Results

Next, assess your firm's performance with the survey results of comparable firms in terms of size, location, similar population base and legal specialty. As you do so, several points should be recognized.

A deviation between your firm's figures (for any performance measure) and numbers in the report is not necessarily good or bad. It merely indicates that additional analysis may be required. As a rule, the larger the difference, the greater the need for further investigation.

In situations where large deviations do exist, it may be helpful to calculate the same performance measure over the past several years to identify trends that may exist.

The information in this survey should be used as guidelines rather than absolute standards. Firms differ, as does their mix of practice specialties, location, size and other factors. Any two firms can be successful, yet have very different experiences with regard to certain performance measures.

Any level of performance requires certain trade-offs. Very high dollars may require extraordinarily long hours, tremendous expertise, superlative results and even luck. On the other hand, if performance results are lacking, there may be areas where improvement simply to levels customarily achieved in other law firms will provide impressive returns.

TREND DATA

This survey contains a *snapshot* of the economic performance of the legal profession for 2018. However, the best analysis of a firm's economic performance and position occurs through evaluation of trend information. Selected trend information is provided in each section of the survey. For more complete historical data, we recommend prior copies of the survey that are available at reduced prices to those who wish to compare their firm on a trend basis. Quotes on prices for copies of past surveys can be obtained by contacting ALM Legal Intelligence at (888) 770-5647.

TERMS AND DEFINITIONS

In order to obtain maximum value from this survey, it is important to understand what the information means and how to best use it. Following are explanations of some of the data and definitions used in the report. We have also provided brief comments on the statistical terms used.

Billable Hours

For those persons who regularly report billable hours, hours recorded during the reporting year, which were chargeable to clients (i.e., billable work).

Billing Rates

Most commonly assigned, or standard hourly rate as of January 1, 2019.

Compensation

Salary/Draw

For Professional Corporations/Associations:

Salary-Federal taxable income amount shown on W-2 plus voluntary before-tax employee reductions for:

- 401(k) plans;
- Flexible spending accounts (FSAs);
- Other qualified flexible benefit programs.

For Partnerships/Proprietorships:

Draw-Periodic cash distributions including quarterly tax draws and guaranteed payments.

Bonus/Distribution in Cash

For Professional Corporations/Associations:

Bonus-Year end cash bonus paid during 2018.

For Partnerships/Proprietorships:

Distribution-Cash distribution to partners.

Cash Compensation

Salary plus Bonus.

Benefits/Distribution in Kind

For Professional Corporations/Associations:

Nontaxable benefit costs, which include: qualified profit sharing plans, life, health and disability insurance, medical reimbursement plans, employer payroll taxes (including FICA) and pension contributions. Excludes auto, parking, memberships and CLE expenses.

For Partnerships and Proprietorships:

Report distribution in kind (firm payments for benefits on behalf of the partners).

Total Compensation

Salary/Draw, Bonus/Distribution in Cash, plus Benefits/Distribution in Kind.

Firm Specialization

These specialized firms derived 50% or more of their gross receipts from one area of legal work. This survey reports areas of specialization in the financial section as follows:

- Commercial Litigation
- Insurance Defense Litigation
- Labor/Employment
- General (no area responsible for 50% or more)
- Other

Lawyer Specialization

The questionnaire requests information on any legal specialty in which each reported individual spent more than half of his/her billable time. The list of specialties requested is shown below. It is not an exhaustive list, but enables some analysis of the relative earnings of various specialty groups.

Non-Litigation	Litigation
100 = Admin/Legislative/Reg.	200 = Antitrust
101 = Banking	201 = Bankruptcy
102 = Bankruptcy	202 = Collections
103 = Collections	203 = Comm./Contracts
104 = Commercial/Contract	204 = Criminal
105 = Education	205 = Education
106 = Employee Benefits	206 = Insured Defense
107 = Employment	207 = Self-insured Defense
108 = Environmental	208 = Employee Benefits
109 = Family Law	209 = Employment
110 = General Business	210 = Environmental
111 = Health Care	211 = Family Law
112 = Insurance	212 = Health Care
113 = Intellectual Property	213 = Intellectual Property
114 = International	214 = International
115 = Labor/Management	215 = Labor/Management
116 = Labor/Union	216 = Labor/Union
117 = Maritime	217 = Maritime
118 = Merger/Acquisitions	218 = Natural Resource
119 = Municipal Finance	219 = Personal Injury
120 = Natural Resources	220 = Products Liability
121 = Real Estate	221 = Real Estate
122 = Securities	222 = Securities
123 = Taxation	223 = Taxation
124 = Trust/Estates/Probate	224 = Trust/Estates/Probate
125 = Utilities	225 = Workers' Compensation
126 = Other Non-litigation Spec.	226 = Other Litigation Spec.
127 = Multi Non-litigation Spec.	227 = Multi Litigation Spec.
300 = Generalist	

Multioffice Firms

Multioffice law firms are shown as a separate category within the financial section wherever information is segregated by firm size, region and size of municipality. Within the category of MULTIOFFICE law firms, each firm is treated as a single entity. In addition, each multiple office firm is treated as a separate unit within the reporting categories of size, location, and population in this section.

When reporting information in the remaining sections of the report, each individual fee earner is re-categorized according to the region of employment. For example, a firm's main office is in Minneapolis, and the branch office is in Sarasota, Florida. The individual fee earner information is reported as South Atlantic.

Offices

The term OFFICES indicates the number of law firm offices reported within a category. Branch offices are counted as single offices.

Geographic Regions

Regions are determined using geographic divisions as defined by the U.S. Census Bureau (see map following introduction). Puerto Rico and the Virgin Islands are included with "South Atlantic;" Hawaii and Alaska with "Pacific."

Population Area

Population area categorizations are determined using definitions determined by U.S. Office of Management and Budget (OMB) as applied to U.S. Census Bureau data.

Status

- | | |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10 | Equity Partner/Shareholder/Proprietor |
| 11 | Non-Equity Partner, Salaried Partner, Non-Participating Partner - Any individual who is held out to the public as a partner or principal, but is clearly in a separate class that is characterized as having lower capital contribution requirements, lesser voting rights and lesser economic risk or reward potential. May be classified as either a W-2 employee or K-1 partner for tax purposes. |
| 20 | Associate Lawyer - A lawyer employed by the firm who is understood to be in a program leading to consideration for partnership or shareholder status, or who has been so considered. |
| 21 | Staff Lawyer - A lawyer employed by a law firm who is hired with the understanding that the position will not lead to consideration for ownership status. |
| 30 | Counsel - (of counsel) working actively; normally over 800 billable hours. |

In analysis titled "*By Individual Status*," each status code is listed separately. This breakout is shown only at the national level. In the remaining analyses, the heading *Partner/Shareholder-Equity/Non-Equity* includes partners in partnerships, shareholders in professional corporations/associations and sole proprietors. This would include equity and non-equity positions. The heading *Associate/Staff* includes associate and staff attorney positions defined earlier.

STATISTICAL TERMS USED

The statistical terms used in the survey are defined below and illustrated in the example. Quartiles are used to define the middle 50% of the range. One quarter of the observations lies below the first or lower quartile (or 25th percentile). One quarter lies above the third or upper quartile (or 75th percentile). In some tables the ninth decile (or 90th percentile) is also shown; 10% of cases lie above this point.

The median (or 50th percentile) is the middle or central number in a series of numbers arranged in order of value. In the following example, the median is 50. There are equal numbers of smaller and larger observations.

The average (or mean) is the total value of all observations divided by the number of observations. This number may be distorted by a few outliers, as is the case in our example. The mean is useful in hourly rates and in billable hours, because few outliers are possible. It is not as good a measure for comparisons of earnings.

Example	
Item No.	Amount
1.	400 (Outlier)
2.	90
3.	80 – 75 th percentile or upper quartile
4.	70
5.	60
6.	50 – Median or 50 th percentile
7.	45
8.	40
9.	30 – 25 th percentile or lower quartile
10.	20
11.	10

Average is 82
Middle range is 30 to 80

INFORMATION ABOUT THE RESPONDENT SET

This study is undertaken annually. An invitation to participate was sent to a selected group of law firms. These are firms that have had prior contact with ALM Legal Intelligence and include past participants and purchasers of our various surveys. Invitations to participate were also sent to various members of the Association of Legal Administrators and other mailing lists.

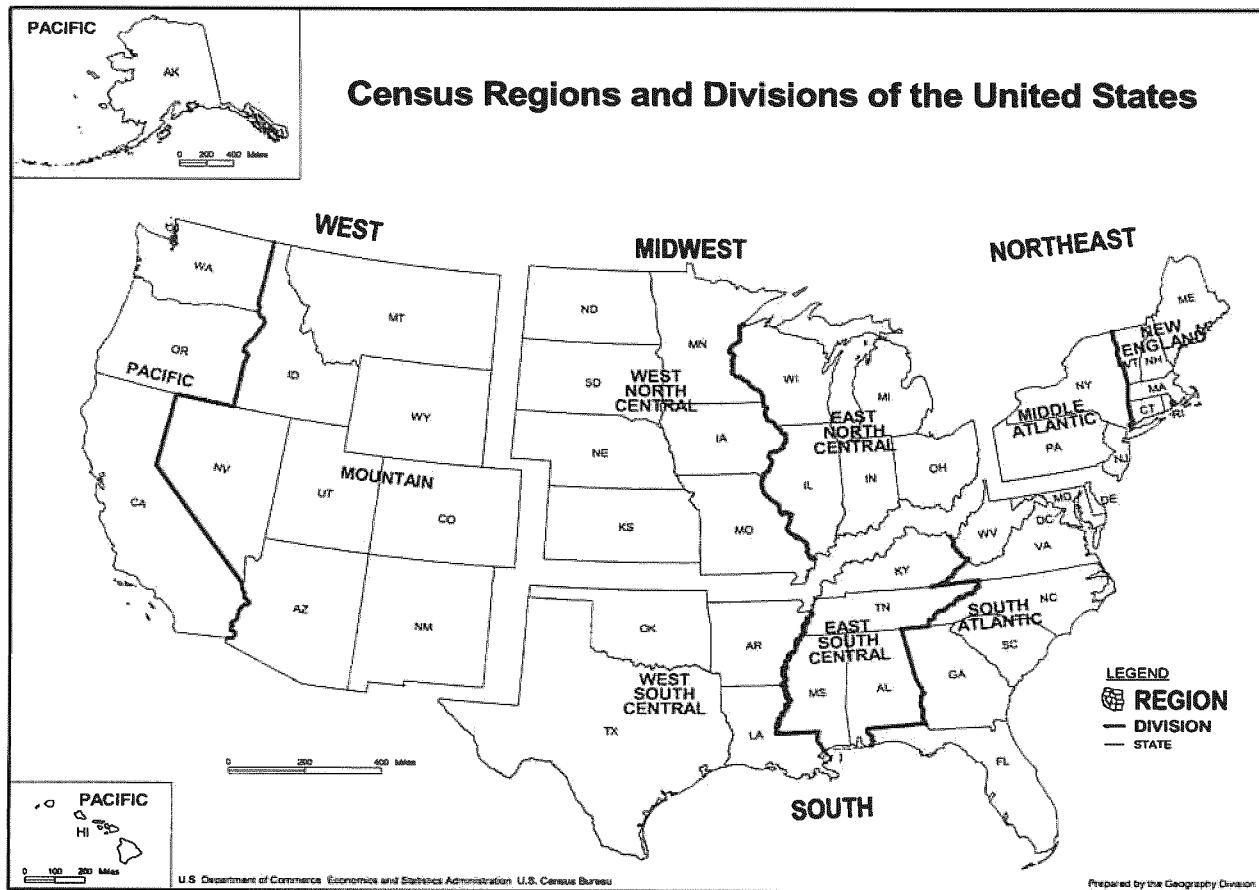
Only U.S. law firms are included in this study. Sole practitioners are included in this report. Therefore any trending data such as firm financials, compensation or billing rates will not be completely trendable with previous editions of the survey. To accommodate this group, ALM Legal Intelligence has a separate data cut for firm sizes 10 attorneys or less.

Information was collected in several areas for each lawyer who worked at the participating law firm in 2018. Earnings and billable

hours information is included only for individuals who worked full-time for all of 2018.

Statistics are not shown for any category that does not have information supplied by at least three individual positions. The number of firms or offices and number of positions are indicated on the tables as appropriate.

In some instances, the sum total of percentage breakouts may not equal 100%, because numbers have been rounded to the nearest one-tenth of one percent.



DISTRIBUTION OF PARTICIPATING LAW FIRMS

		Region										
		New England	Mid-Atlantic	South Atlantic	East South Central	West South Central	East North Central	West North Central	Mountain	Pacific	Total	
Population Area	Metropolitan	12	66	40	5	12	37	16	7	26	221	
	Metropolitan Division	-	12	4	-	-	1	-	2	3	22	
Size of Firm	1 to 9 Lawyers	-	-	1	-	-	1	-	-	-	2	
	10 to 24 Lawyers	-	1	1	1	-	1	-	-	-	4	
	25 to 40 Lawyers	-	1	2	-	-	1	-	-	-	4	
	41 to 75 Lawyers	1	2	2	-	1	3	3	1	1	14	
	76 to 150 Lawyers	-	2	3	1	-	2	1	1	-	10	
	Over 150 Lawyers	11	66	32	3	10	28	12	6	26	194	
	Banking	-	-	1	-	-	1	-	-	-	2	
Practice Area	Civil Trial Practice	-	-	-	-	-	-	-	-	1	1	
	Commercial litigation	1	3	3	-	1	-	-	1	-	9	
	Corporate/Commercial (non-litigation)	-	-	-	-	-	2	1	1	-	4	
	Family	-	-	-	-	-	1	-	-	-	1	
	General Law, practice in multiple areas of law	-	-	-	-	-	1	-	-	-	1	
	Government	-	-	1	-	-	-	-	-	-	1	
	Healthcare	-	-	1	-	-	-	1	-	-	2	
	Immigration	-	1	-	-	-	-	-	-	-	1	
	Insurance defense litigation	-	-	1	-	1	-	-	-	-	2	
	Intellectual Property/Patent	-	1	-	-	-	1	-	-	-	2	
	Labor/Employment	-	-	1	1	-	-	-	-	-	2	
	Plaintiffs' Contingency Litigation	-	1	-	-	-	-	-	-	-	1	
	Real Estate and Land Use	-	1	2	-	-	2	-	-	-	5	
	Securities	-	-	-	-	-	-	-	-	1	1	
	Trusts/Estates	-	-	1	-	-	-	-	-	-	1	
	Utilities/Energy	-	-	-	-	-	-	-	2	-	2	
	Other (please specify)	-	3	-	1	-	1	-	-	1	6	
Type of Firm	Limited Liability Company (LLC)	-	1	-	-	-	-	-	-	-	1	
	Limited Liability Partnership (LLP)	1	4	4	1	2	5	1	1	1	20	
	Partnership (may include individual PCs)	-	-	-	-	-	-	-	-	1	1	
	Professional Corporation w/ "S" election	-	1	-	-	-	1	-	-	1	3	
	Professional Corporation/Association	-	4	4	-	-	1	1	2	-	12	
	Professional Limited Liability Company (PLLC)	-	1	3	1	-	-	1	-	-	6	
	Professional Limited Liability Partnership (PLLP)	-	-	-	-	-	-	-	1	-	1	
Total		Total	12	78	44	5	12	38	16	9	29	243

DISTRIBUTION OF LAWYERS BY OFFICE FOR PARTICIPATING LAW FIRMS

		Region										
		New England	Mid Atlantic	South Atlantic	East South Central	West South Central	East North Central	West North Central	Mountain	Pacific	Total	
Population Area	Metropolitan	55	1,160	588	-	367	967	184	219	64	3,604	
	Metropolitan Division	-	334	76	-	-	2	-	-	-	412	
Size of Firm	1 to 9 Lawyers	-	-	8	-	-	2	-	-	-	10	
	10 to 24 Lawyers	-	16	-	-	-	15	-	-	-	31	
	25 to 40 Lawyers	-	15	-	-	-	44	-	-	-	59	
	41 to 75 Lawyers	55	95	120	-	71	227	184	55	64	871	
	76 to 150 Lawyers	-	89	217	-	-	103	-	164	-	573	
	Over 150 Lawyers	-	1,279	319	-	296	578	-	-	-	2,472	
	Banking	-	-	319	-	-	353	-	-	-	672	
Practice Area	Commercial litigation	55	1,050	165	-	296	-	-	164	-	1,730	
	Corporate/Commercial (non-litigation)	-	-	-	-	-	171	73	55	-	299	
	Family	-	-	-	-	-	44	-	-	-	44	
	General Law, practice in multiple areas of law	-	-	-	-	-	2	-	-	-	2	
	Healthcare	-	-	120	-	-	-	45	-	-	165	
	Insurance defense litigation	-	-	-	-	-	71	-	-	-	71	
	Intellectual Property/Patent	-	89	-	-	-	15	-	-	-	104	
	Labor/Employment	-	15	-	-	-	-	-	-	-	15	
	Plaintiffs' Contingency Litigation	-	16	-	-	-	-	-	-	-	16	
	Real Estate and Land Use	-	95	52	-	-	159	-	-	-	306	
	Trusts/Estates	-	-	8	-	-	-	-	-	-	8	
	Other (please specify)	-	193	-	-	-	225	-	-	64	482	
	Limited Liability Company (LLC)	-	392	-	-	-	-	-	-	-	392	
	Limited Liability Partnership (LLP)	55	674	173	-	367	434	66	55	-	1,824	
Type of Firm	Partnership (may include individual PCs)	-	-	-	-	-	-	-	-	-	64	64
	Professional Corporation w/ "S" election	-	95	-	-	-	2	-	-	-	97	
	Professional Corporation/Association	-	297	172	-	-	77	45	164	-	755	
	Professional Limited Liability Company (PLLC)	-	-	319	-	-	-	73	-	-	392	
	Other (please specify)	-	-	-	-	-	456	-	-	-	456	
	Total	55	1,494	664	-	367	969	184	219	64	4,016	

STANDARD HOURLY BILLING RATES

This section presents standard billing rates for equity partners and shareholders, non-equity partners and shareholders, associates and staff lawyers. Information is collected for each lawyer on the “individual’s most commonly used hourly rate as of **January 1, 2019**. Law firms frequently employ this rate, usually called the Standard Rate, in their budgeting practices. Years of experience is calculated in this section from the year admitted to bar. Average billing rates, as well as quartiles and ninth decile data, are reported as follows:

Trend Comparison – Senior Partners vs. Mid-level Associates

Charts--Median Standard Hourly Rate

National

Gender

Region

State

Firm Size

Population Area

Year Admitted to Bar

Years Legal Experience

Individual Lawyer Non-Litigation Specialties

Individual Lawyer Litigation Specialties

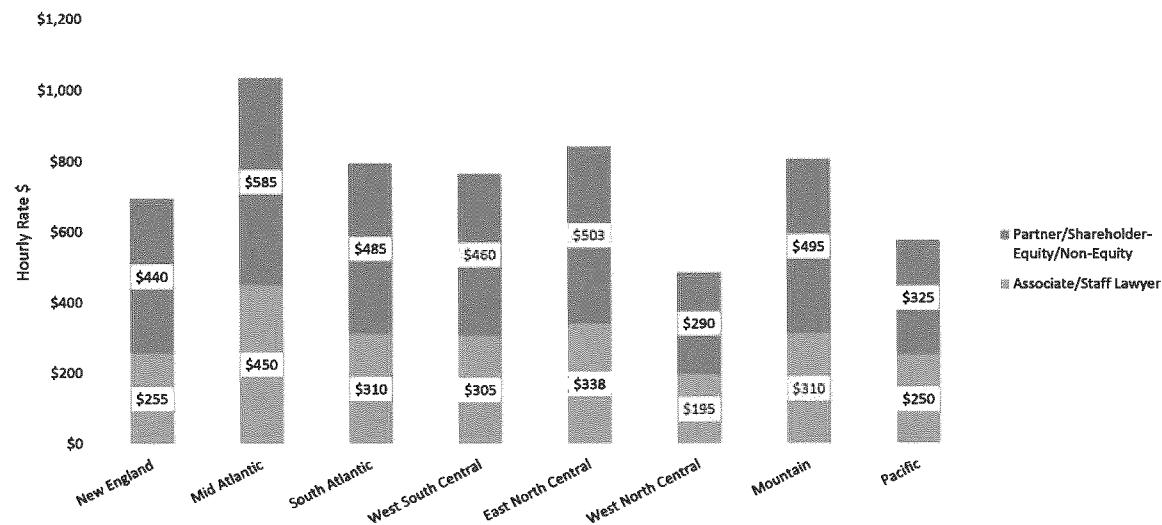
Individual Lawyer Non-Specialists

**TREND COMPARISON OF AVERAGE BILLING RATES IN LAW FIRMS
FOR 25 TO 29 YEAR PARTNERS AND 5 YEAR ASSOCIATES**

		25th to 29th Year Partner/Shareholder		5th Year Associate		Ratio Partner to Associate Rates	CPI
		\$	Index	\$	Index		
Fiscal Year	1985	128	100	82	100	1.56	100
	1986	143	112	89	109	1.61	102
	1987	142	111	96	117	1.48	106
	1988	143	112	99	121	1.44	111
	1989	157	123	108	132	1.45	116
	1990	166	130	115	140	1.44	123
	1991	170	133	118	144	1.44	129
	1992	181	141	124	151	1.46	133
	1993	184	144	124	151	1.48	137
	1994	194	152	127	155	1.53	141
	1995	198	155	132	161	1.50	145
	1996	200	156	125	152	1.60	149
	1997	207	162	134	163	1.54	153
	1998	228	178	148	180	1.54	155
	1999	230	180	160	195	1.44	159
	2000	245	191	164	200	1.49	165
	2001	259	202	168	205	1.54	170
	2002	270	211	186	227	1.45	172
	2003	274	214	189	230	1.45	176
	2004	294	230	203	248	1.45	181
	2005	301	235	193	235	1.56	188
	2006	318	248	209	255	1.52	194
	2007	336	263	220	268	1.53	200
	2008	352	275	227	277	1.55	208
	2009	346	270	218	266	1.59	207
	2010	357	279	219	268	1.63	210
	2011	378	295	252	307	1.50	217
	2012	370	289	256	312	1.45	222
	2013	375	293	-	299	1.53	225
	2014	399	312	257	313	1.56	229
	2015	444	347	307	374	1.45	233
	2016	435	340	258	315	1.69	236
	2017	482	377	294	359	1.64	242
	2018	536	419	346	422	1.55	247

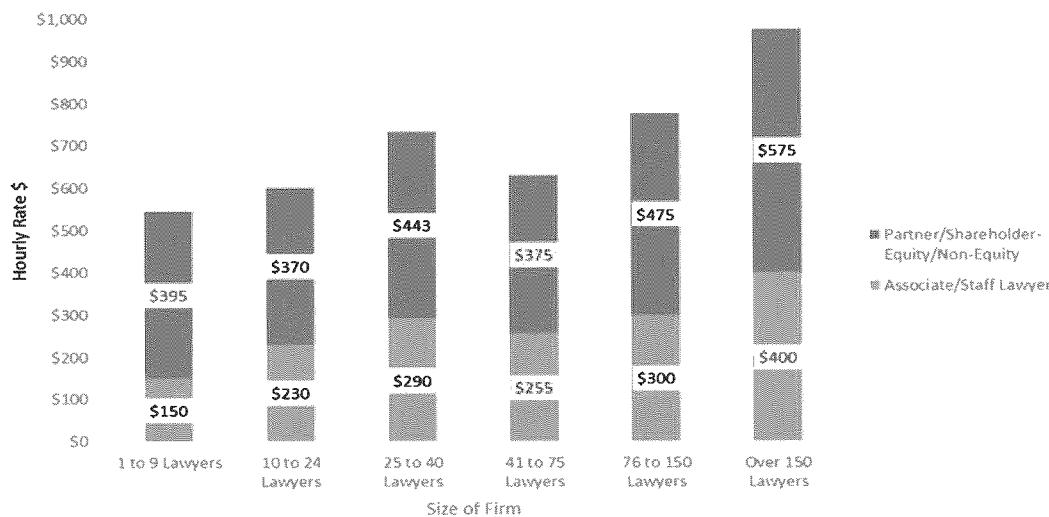
MEDIAN FOR STANDARD HOURLY RATE BY REGION
for Status Codes Partner/Sharholder-Equity/Non-Equity and Associate/Staff Lawyer

Region	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
Region	Rate \$	Rate \$
New England	\$440	\$255
Mid Atlantic	\$585	\$450
South Atlantic	\$485	\$310
West South Central	\$460	\$305
East North Central	\$503	\$338
West North Central	\$290	\$195
Mountain	\$495	\$310
Pacific	\$325	\$250



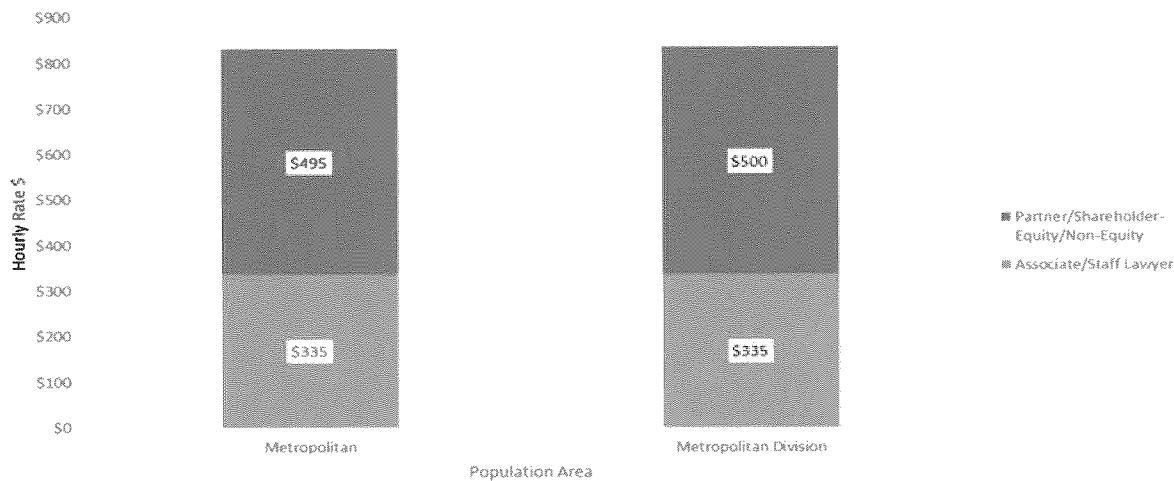
MEDIAN FOR STANDARD HOURLY RATE BY FIRM SIZE
for Status Codes Partner/Sharholder-Equity/Non-Equity and Associate/Staff Lawyer

Firm Size	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
1 to 9 Lawyers	\$395	\$150
10 to 24 Lawyers	\$370	\$230
25 to 40 Lawyers	\$443	\$290
41 to 75 Lawyers	\$375	\$255
76 to 150 Lawyers	\$475	\$300
Over 150 Lawyers	\$575	\$400



**MEDIAN FOR STANDARD HOURLY RATE BY POPULATION AREA
for Status Codes Partner/Sharholder-Equity/Non-Equity and Associate/Staff Lawyer**

Population Area	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
Rate \$	Rate \$	Rate \$
Metropolitan	\$495	\$335
Metropolitan Division	\$500	\$335



NATIONAL INDIVIDUAL STATUS CODES**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

		Rate					
	Number of Offices	Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Equity Partner/Shareholder	32	1,409	\$525	\$405	\$520	\$635	\$730
Non-Equity Partner	27	739	\$495	\$390	\$460	\$590	\$705
Associate Lawyer	33	1,264	\$365	\$275	\$335	\$455	\$550
Staff Lawyer	10	87	\$382	\$245	\$365	\$520	\$575
Of Counsel	25	314	\$460	\$375	\$445	\$540	\$620

NATIONAL INDIVIDUAL STATUS CODES**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

		Rate					
	Number of Offices	Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Equity Partner/Shareholder	32	1,409	\$525	\$405	\$520	\$635	\$730
Non-Equity Partner	27	739	\$495	\$390	\$460	\$590	\$705
Associate Lawyer/Staff Lawyer	33	1,351	\$366	\$275	\$335	\$455	\$550
Of Counsel	25	314	\$460	\$375	\$445	\$540	\$620

GENDER
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Gender/Status		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Gender/Status	Equity Partner/Shareholder	29	1,077	\$532	\$410	\$515	\$645	\$750
Male	Non-Equity Partner	25	533	\$511	\$400	\$485	\$600	\$725
	Associate/Staff Lawyer	30	628	\$365	\$275	\$333	\$450	\$550
Female	Equity Partner/Shareholder	26	232	\$496	\$360	\$468	\$635	\$705
	Non-Equity Partner	25	191	\$449	\$370	\$425	\$500	\$625
	Associate/Staff Lawyer	29	562	\$367	\$260	\$340	\$470	\$550

GENDER BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2019

		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Male	Under 2 years	22	91	\$306	\$235	\$290	\$380	\$415
	2 or 3 years	21	131	\$337	\$250	\$315	\$415	\$450
	4 or 5 years	27	123	\$346	\$270	\$305	\$450	\$480
	6 or 7 years	25	135	\$371	\$285	\$325	\$485	\$520
	8 to 10 years	26	183	\$415	\$310	\$390	\$525	\$570
	11 to 15 years	29	287	\$452	\$350	\$410	\$570	\$655
	16 to 20 years	29	255	\$486	\$375	\$450	\$600	\$685
	21 to 30 years	29	502	\$529	\$425	\$505	\$635	\$730
	31 or more years	29	770	\$556	\$445	\$543	\$650	\$775
Female	Under 2 years	26	99	\$286	\$200	\$290	\$380	\$415
	2 or 3 years	24	127	\$334	\$250	\$315	\$430	\$470
	4 or 5 years	26	121	\$342	\$255	\$310	\$450	\$500
	6 or 7 years	24	85	\$382	\$285	\$325	\$505	\$550
	8 to 10 years	23	105	\$400	\$305	\$370	\$520	\$570
	11 to 15 years	26	166	\$432	\$330	\$400	\$555	\$615
	16 to 20 years	27	129	\$452	\$355	\$425	\$540	\$655
	21 to 30 years	26	172	\$490	\$390	\$465	\$600	\$690
	31 or more years	25	119	\$531	\$430	\$520	\$625	\$750

REGION
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Region/Status		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
New England	Equity Partner/Shareholder	1	14	\$439	\$425	\$440	\$450	\$465
	Non-Equity Partner	1	10	\$424	\$385	\$423	\$450	\$518
	Associate/Staff Lawyer	1	17	\$259	\$235	\$255	\$270	\$320
Mid-Atlantic	Equity Partner/Shareholder	7	423	\$621	\$505	\$635	\$710	\$810
	Non-Equity Partner	7	338	\$528	\$395	\$510	\$625	\$730
	Associate/Staff Lawyer	8	603	\$424	\$305	\$450	\$525	\$575
South Atlantic	Equity Partner/Shareholder	6	258	\$503	\$395	\$475	\$590	\$725
	Non-Equity Partner	4	134	\$517	\$430	\$495	\$585	\$705
	Associate/Staff Lawyer	6	194	\$311	\$275	\$310	\$350	\$400
West South Central	Equity Partner/Shareholder	2	136	\$488	\$425	\$480	\$548	\$600
	Non-Equity Partner	2	64	\$408	\$370	\$420	\$455	\$485
	Associate/Staff Lawyer	2	73	\$301	\$285	\$305	\$325	\$355
East North Central	Equity Partner/Shareholder	9	379	\$522	\$415	\$535	\$610	\$705
	Non-Equity Partner	7	125	\$464	\$350	\$425	\$575	\$705
	Associate/Staff Lawyer	9	348	\$354	\$265	\$338	\$440	\$515
West North Central	Equity Partner/Shareholder	3	92	\$295	\$255	\$290	\$333	\$385
	Non-Equity Partner	2	12	\$293	\$275	\$285	\$303	\$325
	Associate/Staff Lawyer	3	56	\$207	\$185	\$195	\$223	\$253
Mountain	Equity Partner/Shareholder	2	76	\$524	\$468	\$513	\$578	\$650
	Non-Equity Partner	2	51	\$476	\$410	\$475	\$525	\$605
	Associate/Staff Lawyer	2	42	\$310	\$290	\$310	\$320	\$330
Pacific	Equity Partner/Shareholder	1	31	\$334	\$300	\$325	\$350	\$375
	Non-Equity Partner	1	5	\$355	\$340	\$375	\$375	\$385
	Associate/Staff Lawyer	1	18	\$257	\$245	\$250	\$260	\$270

REGION BY YEARS OF LEGAL EXPERIENCE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

Region/Years of Experience		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
New England	4 or 5 years	1	5	\$251	\$235	\$255	\$270	\$270
	6 or 7 years	1	3	\$247	\$235	\$250	\$255	\$255
	8 to 10 years	1	5	\$285	\$265	\$285	\$300	\$320
	11 to 15 years	1	9	\$361	\$325	\$395	\$400	\$420
	16 to 20 years	1	7	\$390	\$340	\$395	\$425	\$480
	21 to 30 years	1	9	\$423	\$410	\$430	\$440	\$450
	31 or more years	1	15	\$448	\$425	\$450	\$500	\$510
	Under 2 years	6	83	\$326	\$235	\$380	\$395	\$415
Mid Atlantic	2 or 3 years	7	102	\$382	\$260	\$450	\$450	\$470
	4 or 5 years	8	92	\$386	\$260	\$450	\$500	\$520
	6 or 7 years	8	95	\$435	\$300	\$480	\$520	\$550
	8 to 10 years	7	114	\$461	\$345	\$500	\$550	\$570
	11 to 15 years	8	190	\$501	\$375	\$515	\$610	\$680
	16 to 20 years	7	141	\$523	\$400	\$515	\$625	\$705
	21 to 30 years	7	290	\$569	\$455	\$550	\$680	\$765
	31 or more years	8	363	\$620	\$510	\$600	\$730	\$820
South Atlantic	Under 2 years	6	26	\$266	\$200	\$278	\$315	\$320
	2 or 3 years	5	59	\$303	\$275	\$310	\$345	\$360
	4 or 5 years	5	47	\$327	\$285	\$315	\$375	\$400
	6 or 7 years	6	34	\$340	\$275	\$318	\$405	\$450
	8 to 10 years	5	61	\$389	\$325	\$395	\$445	\$495
	11 to 15 years	5	79	\$424	\$335	\$400	\$500	\$600
	16 to 20 years	6	74	\$476	\$400	\$453	\$545	\$630
	21 to 30 years	6	111	\$521	\$400	\$500	\$595	\$775
West South Central	31 or more years	6	156	\$526	\$405	\$500	\$595	\$715
	Under 2 years	2	11	\$278	\$225	\$295	\$305	\$305
	2 or 3 years	2	15	\$286	\$285	\$285	\$305	\$305
	4 or 5 years	2	17	\$291	\$285	\$305	\$305	\$340
	6 or 7 years	2	22	\$316	\$295	\$320	\$330	\$375
	8 to 10 years	2	25	\$368	\$350	\$365	\$395	\$400
	11 to 15 years	2	39	\$398	\$350	\$405	\$425	\$475
	16 to 20 years	2	37	\$450	\$425	\$455	\$480	\$500
	21 to 30 years	2	67	\$468	\$420	\$460	\$505	\$575
	31 or more years	2	102	\$512	\$450	\$520	\$585	\$620

East North Central	Under 2 years	8	53	\$295	\$225	\$275	\$360	\$380
	2 or 3 years	8	70	\$331	\$260	\$320	\$410	\$430
	4 or 5 years	8	57	\$360	\$275	\$340	\$455	\$480
	6 or 7 years	8	59	\$357	\$275	\$310	\$485	\$500
	8 to 10 years	7	69	\$397	\$290	\$380	\$525	\$570
	11 to 15 years	8	114	\$421	\$330	\$393	\$480	\$590
	16 to 20 years	8	103	\$477	\$360	\$455	\$590	\$705
	21 to 30 years	8	166	\$521	\$430	\$530	\$605	\$680
	31 or more years	8	189	\$532	\$430	\$535	\$630	\$745
	Under 2 years	3	15	\$189	\$180	\$190	\$190	\$203
West North Central	2 or 3 years	3	14	\$192	\$180	\$195	\$200	\$200
	4 or 5 years	3	14	\$212	\$190	\$215	\$230	\$250
	6 or 7 years	3	8	\$219	\$205	\$223	\$230	\$261
	8 to 10 years	2	12	\$270	\$258	\$273	\$275	\$285
	11 to 15 years	3	20	\$272	\$260	\$276	\$292	\$308
	16 to 20 years	3	26	\$288	\$275	\$293	\$305	\$350
	21 to 30 years	3	30	\$283	\$219	\$290	\$340	\$377
	31 or more years	3	40	\$330	\$280	\$326	\$385	\$403
	Under 2 years	2	7	\$287	\$290	\$290	\$290	\$300
	2 or 3 years	2	9	\$299	\$300	\$310	\$310	\$320
Mountain	4 or 5 years	2	14	\$306	\$290	\$305	\$320	\$330
	6 or 7 years	2	7	\$323	\$300	\$320	\$340	\$370
	8 to 10 years	2	15	\$383	\$325	\$360	\$395	\$500
	11 to 15 years	2	24	\$425	\$393	\$423	\$445	\$475
	16 to 20 years	2	14	\$449	\$415	\$445	\$475	\$505
	21 to 30 years	2	37	\$504	\$465	\$495	\$535	\$610
	31 or more years	2	59	\$556	\$495	\$540	\$605	\$670
	Under 2 years	1	6	\$248	\$245	\$245	\$245	\$260
	2 or 3 years	1	5	\$270	\$250	\$250	\$250	\$350
	4 or 5 years	1	4	\$253	\$250	\$250	\$255	\$260
Pacific	6 or 7 years	1	2	\$250	\$250	\$250	\$250	\$250
	8 to 10 years	1	7	\$277	\$270	\$270	\$300	\$300
	11 to 15 years	1	5	\$323	\$300	\$300	\$340	\$375
	16 to 20 years	1	4	\$318	\$285	\$325	\$350	\$350
	21 to 30 years	1	16	\$338	\$313	\$338	\$375	\$400
	31 or more years	1	15	\$362	\$325	\$325	\$375	\$525

STATE
STANDARD HOURLY BILLING RATES
As of January 1, 2019

State/Status		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
AZ	Partner/Shareholder- Equity/Non-Equity	1	87	\$527	\$460	\$520	\$580	\$655
	Associate/Staff Lawyer	1	27	\$320	\$300	\$310	\$330	\$345
CO	Partner/Shareholder- Equity/Non-Equity	1	40	\$456	\$410	\$458	\$495	\$535
	Associate/Staff Lawyer	1	15	\$292	\$280	\$290	\$310	\$315
DC	Associate/Staff Lawyer	1	11	\$308	\$290	\$295	\$330	\$350
DE	Partner/Shareholder- Equity/Non-Equity	1	48	\$577	\$428	\$555	\$703	\$845
	Associate/Staff Lawyer	1	20	\$331	\$298	\$318	\$405	\$433
GA	Partner/Shareholder- Equity/Non-Equity	1	34	\$378	\$330	\$363	\$400	\$450
	Associate/Staff Lawyer	1	11	\$257	\$245	\$250	\$275	\$285
IA	Partner/Shareholder- Equity/Non-Equity	1	49	\$304	\$270	\$290	\$320	\$390
	Associate/Staff Lawyer	1	22	\$203	\$190	\$198	\$215	\$220
IL	Partner/Shareholder- Equity/Non-Equity	2	186	\$636	\$590	\$635	\$705	\$765
	Associate/Staff Lawyer	2	144	\$439	\$383	\$440	\$500	\$545
LA	Partner/Shareholder- Equity/Non-Equity	2	200	\$463	\$405	\$460	\$515	\$583
	Associate/Staff Lawyer	2	73	\$301	\$285	\$305	\$325	\$355
MI	Partner/Shareholder- Equity/Non-Equity	3	191	\$482	\$420	\$490	\$540	\$575
	Associate/Staff Lawyer	3	127	\$312	\$260	\$290	\$355	\$445
MO	Partner/Shareholder- Equity/Non-Equity	1	25	\$243	\$202	\$219	\$275	\$346
	Associate/Staff Lawyer	1	13	\$199	\$178	\$183	\$203	\$253
NC	Partner/Shareholder- Equity/Non-Equity	2	221	\$561	\$475	\$550	\$605	\$750
	Associate/Staff Lawyer	2	136	\$328	\$300	\$318	\$360	\$400

NE	Partner/Shareholder- Equity/Non-Equity	1	30	\$323	\$285	\$315	\$360	\$390
	Associate/Staff Lawyer	1	21	\$217	\$180	\$200	\$235	\$265
NJ	Partner/Shareholder- Equity/Non-Equity	3	158	\$515	\$435	\$513	\$580	\$640
	Associate/Staff Lawyer	3	89	\$373	\$295	\$350	\$450	\$525
NY	Partner/Shareholder- Equity/Non-Equity	1	34	\$610	\$530	\$600	\$650	\$695
	Associate/Staff Lawyer	1	39	\$294	\$240	\$280	\$335	\$400
OH	Partner/Shareholder- Equity/Non-Equity	3	80	\$388	\$343	\$380	\$440	\$475
	Associate/Staff Lawyer	3	61	\$282	\$255	\$270	\$310	\$330
OR	Partner/Shareholder- Equity/Non-Equity	1	36	\$337	\$300	\$325	\$365	\$385
	Associate/Staff Lawyer	1	18	\$257	\$245	\$250	\$260	\$270
PA	Partner/Shareholder- Equity/Non-Equity	3	569	\$596	\$445	\$610	\$705	\$815
	Associate/Staff Lawyer	3	464	\$447	\$363	\$470	\$550	\$575
RI	Partner/Shareholder- Equity/Non-Equity	1	24	\$432	\$413	\$440	\$450	\$470
	Associate/Staff Lawyer	1	17	\$259	\$235	\$255	\$270	\$320
SC	Partner/Shareholder- Equity/Non-Equity	1	83	\$386	\$350	\$385	\$425	\$450
	Associate/Staff Lawyer	1	27	\$230	\$200	\$225	\$275	\$275
VA	Partner/Shareholder- Equity/Non-Equity	1	6	\$385	\$395	\$395	\$400	\$400
WI	Partner/Shareholder- Equity/Non-Equity	1	47	\$311	\$275	\$310	\$350	\$390
	Associate/Staff Lawyer	1	16	\$188	\$175	\$185	\$195	\$250

STATE BY YEARS OF LEGAL EXPERIENCE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

State/Years of Experience		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
AZ	Under 2 years	1	6	\$292	\$290	\$290	\$290	\$300
	2 or 3 years	1	7	\$309	\$300	\$310	\$310	\$320
	4 or 5 years	1	6	\$323	\$320	\$320	\$330	\$345
	6 or 7 years	1	5	\$332	\$320	\$330	\$340	\$370
	8 to 10 years	1	10	\$412	\$360	\$378	\$500	\$525
	11 to 15 years	1	18	\$433	\$405	\$425	\$450	\$550
	16 to 20 years	1	8	\$473	\$448	\$470	\$503	\$525
	21 to 30 years	1	28	\$520	\$475	\$510	\$560	\$620
	31 or more years	1	43	\$571	\$515	\$560	\$650	\$670
CO	2 or 3 years	1	2	\$265	\$260	\$265	\$270	\$270
	4 or 5 years	1	8	\$294	\$290	\$290	\$300	\$310
	6 or 7 years	1	2	\$300	\$290	\$300	\$310	\$310
	8 to 10 years	1	5	\$325	\$315	\$325	\$325	\$350
	11 to 15 years	1	6	\$398	\$380	\$395	\$425	\$445
	16 to 20 years	1	6	\$418	\$410	\$413	\$445	\$445
	21 to 30 years	1	9	\$453	\$445	\$470	\$480	\$525
	31 or more years	1	16	\$516	\$480	\$503	\$535	\$580
	Under 2 years	1	3	\$292	\$290	\$290	\$295	\$295
DC	4 or 5 years	1	2	\$275	\$273	\$275	\$276	\$276
	8 to 10 years	1	2	\$328	\$325	\$328	\$330	\$330
	11 to 15 years	1	2	\$350	\$350	\$350	\$350	\$350
	31 or more years	1	3	\$488	\$480	\$490	\$495	\$495
	Under 2 years	1	2	\$263	\$200	\$263	\$325	\$325
DE	2 or 3 years	1	2	\$298	\$295	\$298	\$300	\$300
	6 or 7 years	1	2	\$351	\$293	\$320	\$415	\$485
	8 to 10 years	1	12	\$452	\$340	\$425	\$600	\$600
	11 to 15 years	1	7	\$540	\$430	\$525	\$605	\$745
	16 to 20 years	1	11	\$626	\$500	\$618	\$750	\$810
	21 to 30 years	1	10	\$590	\$405	\$555	\$710	\$895
	31 or more years	1	22					

GA	2 or 3 years	1	3	\$265	\$250	\$270	\$275	\$275
	4 or 5 years	1	3	\$262	\$245	\$250	\$290	\$290
	6 or 7 years	1	4	\$261	\$245	\$260	\$278	\$285
	8 to 10 years	1	2	\$313	\$300	\$313	\$325	\$325
	11 to 15 years	1	4	\$359	\$338	\$368	\$380	\$385
	16 to 20 years	1	8	\$380	\$328	\$345	\$450	\$475
	21 to 30 years	1	11	\$371	\$350	\$365	\$385	\$425
	31 or more years	1	12	\$394	\$330	\$383	\$405	\$450
	Under 2 years	1	8	\$198	\$190	\$190	\$190	\$255
	2 or 3 years	1	6	\$198	\$195	\$198	\$200	\$200
IA	4 or 5 years	1	6	\$213	\$210	\$215	\$220	\$225
	6 or 7 years	1	3	\$223	\$215	\$220	\$235	\$235
	8 to 10 years	1	7	\$261	\$250	\$260	\$270	\$275
	11 to 15 years	1	10	\$274	\$260	\$278	\$285	\$293
	16 to 20 years	1	13	\$297	\$285	\$290	\$300	\$330
	21 to 30 years	1	7	\$311	\$285	\$310	\$340	\$365
	31 or more years	1	13	\$363	\$310	\$385	\$395	\$425
	Under 2 years	2	26	\$363	\$360	\$368	\$380	\$380
	2 or 3 years	2	36	\$401	\$400	\$405	\$430	\$430
	4 or 5 years	2	32	\$437	\$448	\$455	\$470	\$480
IL	6 or 7 years	2	20	\$480	\$485	\$500	\$500	\$515
	8 to 10 years	2	26	\$516	\$520	\$538	\$570	\$590
	11 to 15 years	2	36	\$544	\$533	\$575	\$600	\$630
	16 to 20 years	2	39	\$617	\$575	\$620	\$705	\$755
	21 to 30 years	2	59	\$647	\$605	\$640	\$705	\$775
	31 or more years	2	56	\$692	\$635	\$693	\$750	\$810
	Under 2 years	2	11	\$278	\$225	\$295	\$305	\$305
	2 or 3 years	2	15	\$286	\$285	\$285	\$305	\$305
	4 or 5 years	2	17	\$291	\$285	\$305	\$305	\$340
	6 or 7 years	2	22	\$316	\$295	\$320	\$330	\$375
LA	8 to 10 years	2	25	\$368	\$350	\$365	\$395	\$400
	11 to 15 years	2	39	\$398	\$350	\$405	\$425	\$475
	16 to 20 years	2	37	\$450	\$425	\$455	\$480	\$500
	21 to 30 years	2	67	\$468	\$420	\$460	\$505	\$575
	31 or more years	2	102	\$512	\$450	\$520	\$585	\$620
	Under 2 years	3	18	\$236	\$195	\$260	\$260	\$275
	2 or 3 years	2	20	\$273	\$258	\$290	\$290	\$310
	4 or 5 years	3	13	\$282	\$260	\$280	\$325	\$325
	6 or 7 years	3	17	\$313	\$275	\$290	\$355	\$395
	8 to 10 years	2	31	\$347	\$280	\$350	\$405	\$425
MI	11 to 15 years	3	50	\$387	\$335	\$400	\$455	\$465
	16 to 20 years	3	39	\$429	\$375	\$440	\$490	\$510
	21 to 30 years	3	72	\$501	\$455	\$530	\$545	\$560
	31 or more years	2	72	\$525	\$490	\$538	\$575	\$590

MO	Under 2 years	1	2	\$192	\$181	\$192	\$203	\$203
	2 or 3 years	1	3	\$177	\$176	\$178	\$178	\$178
	4 or 5 years	1	4	\$213	\$179	\$217	\$247	\$253
	6 or 7 years	1	3	\$211	\$178	\$194	\$261	\$261
	11 to 15 years	1	4	\$242	\$196	\$242	\$288	\$299
	16 to 20 years	1	6	\$228	\$202	\$225	\$249	\$296
	21 to 30 years	1	11	\$235	\$202	\$215	\$225	\$346
	31 or more years	1	12	\$265	\$207	\$247	\$316	\$359
	Under 2 years	2	17	\$291	\$275	\$290	\$315	\$330
NC	2 or 3 years	2	47	\$321	\$300	\$315	\$360	\$365
	4 or 5 years	2	36	\$346	\$308	\$328	\$380	\$410
	6 or 7 years	2	23	\$377	\$310	\$395	\$425	\$450
	8 to 10 years	2	38	\$421	\$385	\$415	\$470	\$505
	11 to 15 years	2	52	\$456	\$375	\$433	\$550	\$625
	16 to 20 years	2	41	\$514	\$450	\$495	\$550	\$635
	21 to 30 years	2	75	\$553	\$485	\$550	\$605	\$775
	31 or more years	2	76	\$593	\$538	\$583	\$660	\$730
	Under 2 years	1	5	\$173	\$160	\$180	\$180	\$185
NE	2 or 3 years	1	5	\$193	\$190	\$190	\$200	\$205
	4 or 5 years	1	4	\$210	\$180	\$208	\$240	\$250
	6 or 7 years	1	2	\$225	\$225	\$225	\$225	\$225
	8 to 10 years	1	5	\$284	\$275	\$275	\$285	\$310
	11 to 15 years	1	6	\$288	\$265	\$285	\$315	\$315
	16 to 20 years	1	7	\$324	\$300	\$345	\$360	\$375
	21 to 30 years	1	12	\$312	\$275	\$295	\$358	\$385
	31 or more years	1	15	\$354	\$325	\$365	\$385	\$400
	Under 2 years	2	10	\$269	\$235	\$253	\$280	\$340
NJ	2 or 3 years	2	8	\$292	\$265	\$280	\$320	\$350
	4 or 5 years	3	15	\$339	\$230	\$315	\$450	\$510
	6 or 7 years	3	12	\$363	\$298	\$320	\$465	\$505
	8 to 10 years	3	21	\$409	\$330	\$365	\$450	\$525
	11 to 15 years	3	38	\$436	\$370	\$398	\$450	\$610
	16 to 20 years	3	37	\$463	\$415	\$435	\$480	\$625
	21 to 30 years	3	63	\$515	\$455	\$505	\$565	\$635
	31 or more years	3	78	\$534	\$485	\$538	\$590	\$625

NY	Under 2 years	1	10	\$241	\$225	\$230	\$250	\$285
	2 or 3 years	1	9	\$306	\$250	\$280	\$370	\$430
	4 or 5 years	1	6	\$339	\$270	\$288	\$400	\$550
	6 or 7 years	1	9	\$353	\$310	\$335	\$385	\$490
	8 to 10 years	1	9	\$396	\$340	\$375	\$440	\$600
	11 to 15 years	1	15	\$485	\$415	\$500	\$525	\$575
	16 to 20 years	1	6	\$553	\$525	\$543	\$595	\$610
	21 to 30 years	1	12	\$565	\$525	\$555	\$605	\$650
	31 or more years	1	16	\$656	\$600	\$650	\$695	\$725
	Under 2 years	2	5	\$231	\$225	\$235	\$240	\$255
OH	2 or 3 years	3	11	\$244	\$245	\$250	\$260	\$260
	4 or 5 years	2	8	\$271	\$255	\$270	\$280	\$320
	6 or 7 years	2	18	\$287	\$270	\$280	\$305	\$325
	8 to 10 years	2	8	\$285	\$263	\$285	\$308	\$310
	11 to 15 years	2	24	\$331	\$305	\$325	\$355	\$375
	16 to 20 years	2	17	\$347	\$325	\$355	\$360	\$400
	21 to 30 years	2	21	\$370	\$320	\$380	\$405	\$445
	31 or more years	3	41	\$418	\$365	\$425	\$465	\$490
	Under 2 years	1	6	\$248	\$245	\$245	\$260	
	2 or 3 years	1	5	\$270	\$250	\$250	\$250	\$350
OR	4 or 5 years	1	4	\$253	\$250	\$250	\$255	\$260
	6 or 7 years	1	2	\$250	\$250	\$250	\$250	\$250
	8 to 10 years	1	7	\$277	\$270	\$270	\$300	\$300
	11 to 15 years	1	5	\$323	\$300	\$300	\$340	\$375
	16 to 20 years	1	4	\$318	\$285	\$325	\$350	\$350
	21 to 30 years	1	16	\$338	\$313	\$338	\$375	\$400
	31 or more years	1	15	\$362	\$325	\$325	\$375	\$525
	Under 2 years	2	60	\$352	\$275	\$395	\$415	\$415
	2 or 3 years	3	84	\$400	\$313	\$450	\$470	\$470
	4 or 5 years	3	69	\$404	\$270	\$450	\$500	\$520
PA	6 or 7 years	3	73	\$458	\$325	\$500	\$550	\$550
	8 to 10 years	2	82	\$485	\$380	\$550	\$570	\$570
	11 to 15 years	3	135	\$523	\$375	\$570	\$625	\$680
	16 to 20 years	3	98	\$543	\$395	\$555	\$650	\$730
	21 to 30 years	3	215	\$585	\$450	\$600	\$705	\$765
	31 or more years	3	266	\$644	\$515	\$648	\$765	\$850

RI	4 or 5 years	1	5	\$251	\$235	\$255	\$270	\$270
	6 or 7 years	1	3	\$247	\$235	\$250	\$255	\$255
	8 to 10 years	1	5	\$285	\$265	\$285	\$300	\$320
	11 to 15 years	1	9	\$361	\$325	\$395	\$400	\$420
	16 to 20 years	1	7	\$390	\$340	\$395	\$425	\$480
	21 to 30 years	1	9	\$423	\$410	\$430	\$440	\$450
	31 or more years	1	15	\$448	\$425	\$450	\$500	\$510
	Under 2 years	1	7	\$207	\$200	\$200	\$200	\$250
SC	2 or 3 years	1	7	\$212	\$200	\$200	\$225	\$235
	4 or 5 years	1	7	\$262	\$225	\$275	\$275	\$285
	6 or 7 years	1	5	\$245	\$225	\$250	\$275	\$275
	8 to 10 years	1	9	\$320	\$300	\$325	\$330	\$375
	11 to 15 years	1	16	\$324	\$288	\$325	\$363	\$400
	16 to 20 years	1	12	\$374	\$338	\$370	\$400	\$450
	21 to 30 years	1	14	\$398	\$385	\$393	\$410	\$425
	31 or more years	1	43	\$420	\$385	\$425	\$450	\$475
VA	16 to 20 years	1	2	\$360	\$325	\$360	\$395	\$395
	31 or more years	1	3	\$398	\$395	\$400	\$400	\$400
WI	Under 2 years	1	4	\$200	\$175	\$175	\$225	\$275
	2 or 3 years	1	3	\$185	\$185	\$185	\$185	\$185
	4 or 5 years	1	4	\$183	\$178	\$183	\$188	\$190
	6 or 7 years	1	4	\$243	\$200	\$235	\$285	\$300
	8 to 10 years	1	4	\$243	\$215	\$260	\$270	\$270
	11 to 15 years	1	4	\$284	\$270	\$278	\$298	\$310
	16 to 20 years	1	8	\$306	\$275	\$300	\$333	\$360
	21 to 30 years	1	14	\$315	\$290	\$315	\$345	\$355
	31 or more years	1	20	\$340	\$318	\$343	\$385	\$400

FIRM SIZE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

Firm Size/Status		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
1 to 9 Lawyers	Equity Partner/Shareholder	2	7	\$369	\$325	\$395	\$400	\$400
10 to 24 Lawyers	Equity Partner/Shareholder	2	12	\$369	\$318	\$368	\$415	\$435
	Non-Equity Partner	1	6	\$354	\$310	\$370	\$385	\$400
	Associate/Staff Lawyer	2	11	\$241	\$220	\$230	\$260	\$290
25 to 40 Lawyers	Equity Partner/Shareholder	1	12	\$527	\$470	\$508	\$530	\$620
	Non-Equity Partner	1	18	\$394	\$365	\$388	\$425	\$460
	Associate/Staff Lawyer	2	24	\$281	\$269	\$290	\$305	\$330
41 to 75 Lawyers	Equity Partner/Shareholder	13	332	\$384	\$305	\$360	\$428	\$525
	Non-Equity Partner	12	165	\$421	\$320	\$400	\$485	\$600
	Associate/Staff Lawyer	13	266	\$261	\$220	\$255	\$295	\$330
76 to 150 Lawyers	Equity Partner/Shareholder	5	240	\$471	\$400	\$453	\$535	\$598
	Non-Equity Partner	4	90	\$510	\$440	\$498	\$575	\$653
	Associate/Staff Lawyer	5	149	\$326	\$275	\$300	\$360	\$505
Over 150 Lawyers	Equity Partner/Shareholder	8	806	\$603	\$510	\$595	\$685	\$775
	Non-Equity Partner	8	460	\$524	\$410	\$490	\$610	\$735
	Associate/Staff Lawyer	8	900	\$408	\$310	\$400	\$500	\$570

FIRM SIZE BY YEARS OF LEGAL EXPERIENCE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

Firm Size/Years of Experience		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
1 to 9 Lawyers	16 to 20 years	1	2	\$360	\$325	\$360	\$395	\$395
	31 or more years	2	4	\$368	\$335	\$398	\$400	\$400
10 to 24 Lawyers	4 or 5 years	2	4	\$226	\$223	\$230	\$230	\$230
	6 or 7 years	2	3	\$258	\$235	\$250	\$290	\$290
	8 to 10 years	1	2	\$300	\$290	\$300	\$310	\$310
	11 to 15 years	2	8	\$317	\$275	\$310	\$353	\$400
	16 to 20 years	2	4	\$329	\$278	\$355	\$380	\$385
	21 to 30 years	2	6	\$399	\$370	\$408	\$415	\$435
	31 or more years	1	3	\$425	\$355	\$415	\$505	\$505
	Under 2 years	2	6	\$247	\$180	\$268	\$290	\$295
	2 or 3 years	2	3	\$268	\$245	\$265	\$295	\$295
25 to 40 Lawyers	4 or 5 years	2	6	\$280	\$275	\$276	\$290	\$290
	6 or 7 years	2	3	\$302	\$280	\$310	\$315	\$315
	8 to 10 years	2	6	\$331	\$325	\$325	\$330	\$365
	11 to 15 years	2	10	\$368	\$350	\$375	\$385	\$408
	16 to 20 years	1	6	\$396	\$410	\$425	\$425	\$460
	21 to 30 years	1	8	\$494	\$463	\$493	\$520	\$540
	31 or more years	2	9	\$531	\$480	\$495	\$495	\$750

41 to 75 Lawyers	Under 2 years	13	49	\$223	\$190	\$225	\$245	\$260
	2 or 3 years	13	51	\$244	\$200	\$250	\$260	\$300
	4 or 5 years	13	56	\$254	\$223	\$252	\$280	\$310
	6 or 7 years	13	58	\$277	\$250	\$278	\$300	\$325
	8 to 10 years	12	66	\$310	\$270	\$295	\$325	\$405
	11 to 15 years	13	101	\$355	\$300	\$330	\$400	\$480
	16 to 20 years	13	99	\$373	\$300	\$350	\$425	\$525
	21 to 30 years	13	149	\$387	\$310	\$375	\$425	\$530
	31 or more years	13	217	\$431	\$340	\$400	\$490	\$610
	Under 2 years	5	24	\$248	\$200	\$260	\$290	\$300
76 to 150 Lawyers	2 or 3 years	5	23	\$265	\$225	\$280	\$310	\$315
	4 or 5 years	5	34	\$317	\$275	\$308	\$330	\$450
	6 or 7 years	5	21	\$315	\$275	\$290	\$340	\$425
	8 to 10 years	5	46	\$378	\$300	\$350	\$395	\$505
	11 to 15 years	5	71	\$408	\$350	\$400	\$440	\$535
	16 to 20 years	5	53	\$442	\$375	\$420	\$475	\$535
	21 to 30 years	5	98	\$504	\$440	\$498	\$560	\$610
	31 or more years	5	159	\$511	\$435	\$515	\$575	\$645
	Under 2 years	7	122	\$334	\$260	\$360	\$395	\$415
	2 or 3 years	8	197	\$364	\$290	\$380	\$450	\$470
Over 150 Lawyers	4 or 5 years	8	150	\$389	\$300	\$420	\$470	\$500
	6 or 7 years	8	145	\$425	\$325	\$450	\$515	\$550
	8 to 10 years	7	188	\$451	\$365	\$448	\$550	\$570
	11 to 15 years	8	290	\$489	\$380	\$465	\$590	\$658
	16 to 20 years	8	242	\$528	\$435	\$503	\$610	\$705
	21 to 30 years	8	464	\$567	\$470	\$550	\$673	\$755
	31 or more years	8	547	\$614	\$520	\$595	\$700	\$810

POPULATION AREA
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Population Area/Status		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Metropolitan	Equity Partner/Shareholder	24	1299	\$524	\$400	\$515	\$640	\$730
Metropolitan	Non-Equity Partner	21	611	\$497	\$385	\$460	\$600	\$705
Metropolitan	Associate/Staff Lawyer	25	1236	\$367	\$270	\$335	\$460	\$550
Metropolitan Division	Equity Partner/Shareholder	7	110	\$538	\$450	\$525	\$595	\$703
Metropolitan Division	Non-Equity Partner	5	128	\$486	\$395	\$448	\$558	\$655
Metropolitan Division	Associate/Staff Lawyer	7	115	\$360	\$285	\$335	\$435	\$510

POPULATION AREA BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Population Area/Years of Experience		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Metropolitan	Under 2 years	25	191	\$295	\$205	\$280	\$380	\$415
Metropolitan	2 or 3 years	24	262	\$335	\$250	\$315	\$430	\$450
Metropolitan	4 or 5 years	25	234	\$344	\$265	\$310	\$450	\$480
Metropolitan	6 or 7 years	25	215	\$376	\$285	\$330	\$500	\$550
Metropolitan	8 to 10 years	23	275	\$409	\$310	\$385	\$525	\$570
Metropolitan	11 to 15 years	25	432	\$444	\$338	\$410	\$560	\$625
Metropolitan	16 to 20 years	24	350	\$476	\$365	\$455	\$590	\$673
Metropolitan	21 to 30 years	24	643	\$520	\$415	\$510	\$625	\$725
Metropolitan	31 or more years	24	824	\$555	\$450	\$550	\$650	\$765
Metropolitan Division	Under 2 years	4	11	\$273	\$235	\$260	\$320	\$340
Metropolitan Division	2 or 3 years	5	13	\$268	\$240	\$275	\$305	\$335
Metropolitan Division	4 or 5 years	5	16	\$337	\$243	\$315	\$418	\$510
Metropolitan Division	6 or 7 years	6	15	\$348	\$295	\$300	\$425	\$505
Metropolitan Division	8 to 10 years	4	33	\$388	\$310	\$360	\$425	\$525
Metropolitan Division	11 to 15 years	5	48	\$433	\$365	\$398	\$450	\$600
Metropolitan Division	16 to 20 years	6	56	\$465	\$385	\$435	\$505	\$625
Metropolitan Division	21 to 30 years	6	83	\$513	\$430	\$500	\$580	\$655
Metropolitan Division	31 or more years	7	115	\$526	\$430	\$520	\$590	\$675

YEAR ADMITTED TO BAR
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Year Admitted to Bar	Number of Offices	Rate					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Before 1974	29	133	\$554	\$450	\$540	\$645	\$770
1974-1978	29	203	\$547	\$425	\$545	\$630	\$775
1979-1983	28	317	\$551	\$450	\$540	\$625	\$750
1984-1988	30	350	\$549	\$440	\$545	\$655	\$755
1989-1993	29	344	\$530	\$425	\$515	\$625	\$750
1994-1998	29	405	\$501	\$405	\$485	\$600	\$705
1999-2003	30	402	\$465	\$370	\$440	\$550	\$655
2004-2008	30	486	\$442	\$340	\$410	\$550	\$625
2009-2012	30	449	\$385	\$295	\$350	\$500	\$550
2013-2015	31	396	\$340	\$260	\$310	\$450	\$470
2016-2018	30	325	\$307	\$225	\$290	\$395	\$415

YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Years of Experience	Number of Offices	Rate					
		Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Under 2 years	29	202	\$293	\$215	\$280	\$380	\$415
2 or 3 years	29	275	\$332	\$250	\$310	\$415	\$450
4 or 5 years	30	250	\$344	\$260	\$310	\$450	\$490
6 or 7 years	31	230	\$374	\$285	\$328	\$500	\$535
8 to 10 years	27	308	\$407	\$310	\$380	\$520	\$570
11 to 15 years	30	480	\$443	\$343	\$410	\$550	\$625
16 to 20 years	30	406	\$474	\$370	\$450	\$570	\$670
21 to 30 years	30	726	\$519	\$420	\$505	\$610	\$715
31 or more years	31	939	\$552	\$445	\$545	\$640	\$765

INDIVIDUAL NON-LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Specialty/Status		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Administrative/Legislative/Regulatory	Partner/Shareholder- Equity/Non-Equity	7	18	\$481	\$320	\$485	\$625	\$685
	Associate/Staff Lawyer	3	6	\$445	\$330	\$423	\$550	\$650
Banking	Partner/Shareholder- Equity/Non-Equity	8	113	\$654	\$590	\$655	\$725	\$775
	Associate/Staff Lawyer	4	95	\$409	\$360	\$400	\$455	\$510
Bankruptcy	Partner/Shareholder- Equity/Non-Equity	8	43	\$619	\$470	\$605	\$750	\$845
	Associate/Staff Lawyer	6	22	\$434	\$340	\$428	\$520	\$590
Commercial/Contracts	Partner/Shareholder- Equity/Non-Equity	5	12	\$584	\$443	\$563	\$678	\$860
	Associate/Staff Lawyer	4	6	\$388	\$280	\$375	\$525	\$525
Education	Partner/Shareholder- Equity/Non-Equity	2	4	\$550	\$378	\$530	\$723	\$765
	Associate/Staff Lawyer	3	8	\$331	\$253	\$293	\$415	\$550
Employee Benefits (ERISA)	Partner/Shareholder- Equity/Non-Equity	11	36	\$592	\$490	\$595	\$705	\$795
	Associate/Staff Lawyer	6	24	\$461	\$320	\$460	\$585	\$650
Employment (FLSA, ADA, ADEA)	Partner/Shareholder- Equity/Non-Equity	6	45	\$507	\$400	\$500	\$640	\$690
	Associate/Staff Lawyer	6	31	\$411	\$290	\$450	\$520	\$550
Environmental	Partner/Shareholder- Equity/Non-Equity	6	20	\$548	\$458	\$560	\$638	\$673
	Associate/Staff Lawyer	3	9	\$432	\$355	\$470	\$535	\$570
Family Law/Domestic Relations	Partner/Shareholder- Equity/Non-Equity	3	32	\$444	\$385	\$443	\$495	\$530
	Associate/Staff Lawyer	3	15	\$258	\$230	\$275	\$290	\$310
General Business	Partner/Shareholder- Equity/Non-Equity	15	118	\$473	\$365	\$455	\$575	\$640
	Associate/Staff Lawyer	13	79	\$288	\$215	\$295	\$340	\$395
Health Care	Partner/Shareholder- Equity/Non-Equity	11	45	\$562	\$440	\$575	\$680	\$730
	Associate/Staff Lawyer	9	28	\$390	\$263	\$423	\$500	\$570

Insurance	Partner/Shareholder- Equity/Non-Equity	3	12	\$750	\$590	\$818	\$928	\$1,025
	Associate/Staff Lawyer	1	7	\$556	\$470	\$520	\$675	\$755
Intellectual Property	Partner/Shareholder- Equity/Non-Equity	11	92	\$544	\$425	\$535	\$655	\$730
	Associate/Staff Lawyer	9	65	\$396	\$270	\$380	\$550	\$570
International	Partner/Shareholder- Equity/Non-Equity	3	7	\$681	\$600	\$680	\$810	\$875
	Associate/Staff Lawyer	2	6	\$414	\$190	\$468	\$570	\$600
Labor/Collective Bargaining (Mgmt.)	Partner/Shareholder- Equity/Non-Equity	6	39	\$579	\$470	\$600	\$670	\$765
	Associate/Staff Lawyer	3	22	\$414	\$365	\$393	\$480	\$545
Labor/Collective Bargaining (Union)	Partner/Shareholder- Equity/Non-Equity	1	3	\$535	\$500	\$530	\$575	\$575
	Associate/Staff Lawyer	1	5	\$345	\$290	\$290	\$325	\$545
Mergers/Acquisitions	Partner/Shareholder- Equity/Non-Equity	4	5	\$466	\$440	\$460	\$470	\$575
	Associate/Staff Lawyer	3	3	\$340	\$235	\$350	\$435	\$435
Municipal Finance	Partner/Shareholder- Equity/Non-Equity	5	23	\$498	\$400	\$485	\$560	\$630
	Associate/Staff Lawyer	4	9	\$268	\$235	\$260	\$285	\$350
Real Estate	Partner/Shareholder- Equity/Non-Equity	22	142	\$498	\$410	\$488	\$580	\$640
	Associate/Staff Lawyer	19	72	\$362	\$280	\$345	\$443	\$500
Securities	Partner/Shareholder- Equity/Non-Equity	7	53	\$702	\$630	\$705	\$815	\$860
	Associate/Staff Lawyer	2	59	\$474	\$415	\$470	\$520	\$565
Taxation	Partner/Shareholder- Equity/Non-Equity	13	34	\$583	\$450	\$558	\$690	\$800
	Associate/Staff Lawyer	9	13	\$380	\$260	\$400	\$470	\$570
Trusts/Estates/Probate	Partner/Shareholder- Equity/Non-Equity	16	55	\$477	\$395	\$470	\$560	\$615
	Associate/Staff Lawyer	12	31	\$347	\$245	\$335	\$445	\$470
Other Non-litigation Specialty	Partner/Shareholder- Equity/Non-Equity	10	35	\$537	\$375	\$500	\$710	\$805
	Associate/Staff Lawyer	9	35	\$473	\$385	\$510	\$555	\$675
Multiple Non-litigation Specialties	Partner/Shareholder- Equity/Non-Equity	12	91	\$465	\$365	\$450	\$540	\$600
	Associate/Staff Lawyer	9	58	\$267	\$245	\$260	\$290	\$325

INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

Specialty/Years of Experience		Number of Offices	Rate					
			Number of Lawyers	Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Administrative/Legislative/Regulatory	6 or 7 years	2	2	\$423	\$295	\$423	\$550	\$550
	11 to 15 years	3	3	\$408	\$245	\$320	\$660	\$660
	16 to 20 years	2	2	\$370	\$290	\$370	\$450	\$450
	21 to 30 years	6	12	\$498	\$358	\$485	\$655	\$715
	31 or more years	3	7	\$615	\$515	\$570	\$675	\$840
Banking	Under 2 years	3	21	\$369	\$330	\$360	\$380	\$380
	2 or 3 years	2	34	\$380	\$360	\$400	\$410	\$430
	4 or 5 years	3	22	\$424	\$380	\$455	\$480	\$480
	6 or 7 years	3	10	\$452	\$425	\$475	\$500	\$508
	8 to 10 years	2	14	\$529	\$485	\$540	\$590	\$600
	11 to 15 years	3	18	\$604	\$575	\$590	\$625	\$775
	16 to 20 years	3	19	\$630	\$590	\$620	\$705	\$725
	21 to 30 years	4	39	\$667	\$585	\$660	\$775	\$775
	31 or more years	7	38	\$657	\$590	\$665	\$745	\$775
Bankruptcy	4 or 5 years	3	3	\$350	\$265	\$325	\$460	\$460
	6 or 7 years	2	5	\$387	\$340	\$395	\$405	\$505
	8 to 10 years	6	7	\$447	\$340	\$475	\$505	\$550
	11 to 15 years	7	10	\$470	\$340	\$480	\$590	\$673
	16 to 20 years	6	10	\$609	\$490	\$608	\$680	\$858
	21 to 30 years	5	13	\$632	\$520	\$700	\$735	\$790
	31 or more years	7	20	\$642	\$490	\$625	\$795	\$873
Commercial/Contracts	11 to 15 years	2	3	\$492	\$400	\$525	\$550	\$550
	21 to 30 years	4	5	\$570	\$430	\$505	\$685	\$860
	31 or more years	6	11	\$551	\$435	\$525	\$630	\$670
Education	2 or 3 years	2	2	\$212	\$178	\$212	\$245	\$245
	6 or 7 years	1	3	\$282	\$260	\$280	\$305	\$305
	11 to 15 years	2	4	\$439	\$353	\$438	\$525	\$550
	21 to 30 years	1	2	\$723	\$680	\$723	\$765	\$765
	31 or more years	2	2	\$395	\$355	\$395	\$435	\$435

Employee Benefits (ERISA)	4 or 5 years	2	3	\$340	\$273	\$276	\$470	\$470
	6 or 7 years	4	6	\$406	\$315	\$388	\$520	\$550
	8 to 10 years	3	6	\$528	\$400	\$525	\$570	\$765
	11 to 15 years	5	10	\$476	\$315	\$470	\$625	\$668
	16 to 20 years	2	5	\$628	\$625	\$650	\$680	\$705
	21 to 30 years	8	13	\$570	\$535	\$570	\$655	\$725
	31 or more years	7	20	\$654	\$535	\$610	\$823	\$893
Employment (FLSA, ADA, ADEA)	Under 2 years	4	5	\$270	\$195	\$225	\$340	\$395
	2 or 3 years	2	8	\$436	\$328	\$450	\$548	\$610
	4 or 5 years	3	3	\$387	\$260	\$450	\$450	\$450
	6 or 7 years	3	6	\$433	\$290	\$505	\$520	\$520
	8 to 10 years	4	7	\$380	\$290	\$325	\$550	\$550
	11 to 15 years	3	8	\$393	\$308	\$350	\$460	\$645
	16 to 20 years	4	13	\$451	\$380	\$420	\$535	\$600
	21 to 30 years	4	19	\$549	\$440	\$535	\$650	\$685
	31 or more years	3	9	\$676	\$615	\$695	\$725	\$850
	6 or 7 years	3	5	\$488	\$355	\$520	\$655	\$655
Environmental	8 to 10 years	2	3	\$527	\$460	\$550	\$570	\$570
	11 to 15 years	2	3	\$418	\$265	\$455	\$535	\$535
	16 to 20 years	2	3	\$450	\$325	\$490	\$535	\$535
	21 to 30 years	3	4	\$526	\$443	\$550	\$610	\$655
	31 or more years	6	11	\$543	\$410	\$575	\$620	\$690
	Under 2 years	1	3	\$202	\$180	\$180	\$245	\$245
Family Law/Domestic Relations	2 or 3 years	2	3	\$273	\$245	\$265	\$310	\$310
	4 or 5 years	2	5	\$264	\$275	\$275	\$290	\$290
	6 or 7 years	1	2	\$295	\$280	\$295	\$310	\$310
	8 to 10 years	2	5	\$320	\$315	\$325	\$325	\$365
	11 to 15 years	1	8	\$372	\$355	\$385	\$388	\$425
	16 to 20 years	1	6	\$396	\$410	\$425	\$425	\$460
	21 to 30 years	1	8	\$494	\$463	\$493	\$520	\$540
	31 or more years	2	7	\$549	\$475	\$495	\$620	\$750
	Under 2 years	6	12	\$231	\$188	\$193	\$295	\$315
	2 or 3 years	7	20	\$262	\$198	\$283	\$308	\$330
General Business	4 or 5 years	9	22	\$294	\$220	\$290	\$345	\$360
	6 or 7 years	6	13	\$341	\$300	\$345	\$395	\$415
	8 to 10 years	8	17	\$348	\$265	\$350	\$420	\$470
	11 to 15 years	9	28	\$395	\$293	\$393	\$448	\$570
	16 to 20 years	11	25	\$459	\$350	\$450	\$545	\$605
	21 to 30 years	8	30	\$491	\$400	\$510	\$570	\$640
	31 or more years	13	47	\$500	\$395	\$525	\$575	\$675

	Under 2 years	2	4	\$298	\$190	\$293	\$405	\$415
	2 or 3 years	5	7	\$359	\$255	\$385	\$450	\$470
	4 or 5 years	3	7	\$321	\$240	\$275	\$450	\$500
	8 to 10 years	3	5	\$462	\$425	\$470	\$500	\$550
	11 to 15 years	2	6	\$554	\$570	\$590	\$625	\$650
	16 to 20 years	8	10	\$463	\$425	\$448	\$505	\$608
	21 to 30 years	8	20	\$548	\$438	\$555	\$680	\$703
	31 or more years	10	23	\$582	\$450	\$575	\$725	\$735
Health Care	2 or 3 years	1	3	\$463	\$450	\$470	\$470	\$470
	8 to 10 years	1	2	\$640	\$550	\$640	\$730	\$730
	11 to 15 years	2	3	\$543	\$320	\$520	\$790	\$790
	16 to 20 years	2	2	\$583	\$350	\$583	\$815	\$815
	21 to 30 years	1	2	\$840	\$820	\$840	\$860	\$860
	31 or more years	2	7	\$821	\$675	\$820	\$1,025	\$1,025
Insurance	Under 2 years	3	4	\$221	\$180	\$220	\$263	\$275
	2 or 3 years	8	12	\$322	\$250	\$310	\$408	\$450
	4 or 5 years	8	14	\$334	\$245	\$305	\$455	\$480
	6 or 7 years	8	10	\$393	\$280	\$390	\$510	\$550
	8 to 10 years	5	18	\$486	\$405	\$513	\$550	\$575
	11 to 15 years	9	28	\$469	\$328	\$465	\$573	\$655
Intellectual Property	16 to 20 years	9	19	\$498	\$360	\$510	\$625	\$675
	21 to 30 years	7	41	\$569	\$480	\$550	\$680	\$705
	31 or more years	9	23	\$601	\$490	\$575	\$710	\$790
	2 or 3 years	2	2	\$303	\$190	\$303	\$415	\$415
	4 or 5 years	2	2	\$355	\$190	\$355	\$520	\$520
	11 to 15 years	2	2	\$633	\$390	\$633	\$875	\$875
International	21 to 30 years	2	4	\$595	\$550	\$600	\$640	\$680
	31 or more years	2	4	\$568	\$353	\$555	\$783	\$810
	Under 2 years	1	5	\$373	\$375	\$375	\$375	\$380
	2 or 3 years	1	3	\$398	\$385	\$400	\$410	\$410
	4 or 5 years	2	5	\$405	\$440	\$460	\$460	\$480
Labor/Collective Bargaining (Mgmt.)	6 or 7 years	2	2	\$413	\$325	\$413	\$500	\$500
	8 to 10 years	1	3	\$540	\$520	\$545	\$555	\$555
	11 to 15 years	3	9	\$493	\$330	\$570	\$580	\$600
	16 to 20 years	4	7	\$519	\$400	\$495	\$600	\$775
	21 to 30 years	5	15	\$576	\$470	\$610	\$670	\$695
	31 or more years	5	14	\$603	\$490	\$638	\$725	\$765
Labor/Collective Bargaining (Union)	21 to 30 years	1	2	\$538	\$530	\$538	\$545	\$545

Mergers/Acquisitions	8 to 10 years	2	2	\$405	\$350	\$405	\$460	\$460
	11 to 15 years	2	2	\$410	\$385	\$410	\$435	\$435
	21 to 30 years	2	2	\$475	\$470	\$475	\$480	\$480
	31 or more years	1	2	\$588	\$575	\$588	\$600	\$600
Municipal Finance	2 or 3 years	2	2	\$268	\$220	\$268	\$315	\$315
	6 or 7 years	2	2	\$260	\$235	\$260	\$285	\$285
	8 to 10 years	3	3	\$313	\$260	\$330	\$350	\$350
	11 to 15 years	2	3	\$327	\$260	\$345	\$375	\$375
	16 to 20 years	4	5	\$469	\$425	\$475	\$490	\$540
	21 to 30 years	3	3	\$357	\$285	\$385	\$400	\$400
	31 or more years	3	13	\$559	\$485	\$550	\$600	\$680
	Under 2 years	3	6	\$265	\$225	\$255	\$320	\$325
Real Estate	2 or 3 years	10	22	\$343	\$260	\$345	\$430	\$450
	4 or 5 years	11	16	\$358	\$283	\$313	\$460	\$500
	6 or 7 years	8	10	\$354	\$270	\$328	\$470	\$505
	8 to 10 years	10	13	\$405	\$340	\$405	\$440	\$575
	11 to 15 years	14	36	\$443	\$360	\$445	\$513	\$575
	16 to 20 years	17	32	\$451	\$373	\$428	\$513	\$610
	21 to 30 years	15	47	\$486	\$400	\$485	\$570	\$635
	31 or more years	18	55	\$551	\$445	\$550	\$640	\$675

Securities	Under 2 years	2	16	\$406	\$395	\$405	\$415	\$450
	2 or 3 years	2	16	\$451	\$430	\$450	\$470	\$500
	4 or 5 years	2	10	\$491	\$480	\$500	\$520	\$520
	6 or 7 years	2	8	\$527	\$500	\$533	\$550	\$570
	8 to 10 years	2	5	\$562	\$550	\$570	\$590	\$600
	11 to 15 years	2	11	\$640	\$575	\$655	\$680	\$680
	16 to 20 years	2	6	\$704	\$630	\$698	\$720	\$875
	21 to 30 years	7	26	\$637	\$505	\$678	\$775	\$860
	31 or more years	5	21	\$744	\$695	\$810	\$850	\$875
	4 or 5 years	4	5	\$322	\$250	\$260	\$450	\$460
Taxation	6 or 7 years	2	2	\$435	\$400	\$435	\$470	\$470
	8 to 10 years	3	3	\$360	\$245	\$265	\$570	\$570
	11 to 15 years	6	7	\$548	\$400	\$450	\$690	\$875
	16 to 20 years	5	8	\$531	\$415	\$490	\$650	\$860
	21 to 30 years	6	9	\$519	\$470	\$525	\$545	\$710
	31 or more years	11	15	\$657	\$550	\$610	\$790	\$830
	Under 2 years	5	6	\$211	\$180	\$193	\$200	\$320
	2 or 3 years	5	5	\$316	\$290	\$305	\$335	\$450
Trusts/Estates/Probate	4 or 5 years	5	5	\$315	\$245	\$310	\$385	\$395
	6 or 7 years	2	2	\$353	\$310	\$353	\$395	\$395
	8 to 10 years	3	5	\$407	\$395	\$405	\$405	\$475
	11 to 15 years	10	15	\$369	\$299	\$375	\$415	\$455
	16 to 20 years	6	9	\$457	\$375	\$445	\$550	\$655
	21 to 30 years	13	24	\$473	\$373	\$488	\$583	\$605
	31 or more years	10	33	\$511	\$440	\$525	\$585	\$620
	Under 2 years	2	3	\$362	\$275	\$395	\$415	\$415
	2 or 3 years	4	5	\$326	\$240	\$255	\$450	\$450
	4 or 5 years	3	5	\$363	\$250	\$360	\$450	\$510
Other Non-litigation Specialty	6 or 7 years	3	4	\$516	\$498	\$515	\$535	\$550
	8 to 10 years	6	8	\$396	\$253	\$390	\$548	\$570
	11 to 15 years	6	13	\$518	\$370	\$535	\$680	\$755
	16 to 20 years	7	16	\$514	\$375	\$485	\$658	\$805
	21 to 30 years	7	12	\$570	\$440	\$583	\$710	\$710
	31 or more years	9	15	\$532	\$400	\$520	\$580	\$730
	Under 2 years	7	17	\$256	\$235	\$260	\$260	\$285
	2 or 3 years	6	9	\$250	\$235	\$250	\$260	\$275
	4 or 5 years	3	7	\$276	\$250	\$280	\$290	\$310
	6 or 7 years	5	8	\$273	\$255	\$278	\$300	\$325
Multiple Non-litigation Specialties	8 to 10 years	6	12	\$298	\$260	\$305	\$325	\$350
	11 to 15 years	7	16	\$335	\$308	\$328	\$365	\$415
	16 to 20 years	7	12	\$374	\$320	\$383	\$445	\$450
	21 to 30 years	7	21	\$435	\$395	\$455	\$490	\$520
	31 or more years	12	61	\$503	\$395	\$510	\$585	\$645

INDIVIDUAL LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2019

Specialty/Status		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Antitrust	Partner/Shareholder- Equity/Non-Equity	1	3	\$725	\$680	\$730	\$765	\$765
	Associate/Staff Lawyer	2	2	\$435	\$300	\$435	\$570	\$570
Bankruptcy	Partner/Shareholder- Equity/Non-Equity	8	19	\$577	\$525	\$590	\$625	\$695
	Associate/Staff Lawyer	4	6	\$350	\$285	\$325	\$455	\$470
Collections	Partner/Shareholder- Equity/Non-Equity	4	16	\$389	\$358	\$375	\$420	\$535
	Associate/Staff Lawyer	2	10	\$280	\$260	\$290	\$290	\$313
Commercial/Contracts	Partner/Shareholder- Equity/Non-Equity	11	77	\$543	\$400	\$515	\$680	\$795
	Associate/Staff Lawyer	8	37	\$363	\$305	\$325	\$425	\$550
Criminal	Partner/Shareholder- Equity/Non-Equity	2	15	\$779	\$755	\$795	\$815	\$890
	Associate/Staff Lawyer	2	6	\$558	\$505	\$560	\$570	\$650
Education	Partner/Shareholder- Equity/Non-Equity	1	2	\$493	\$435	\$493	\$550	\$550
Insured Defense	Partner/Shareholder- Equity/Non-Equity	7	64	\$457	\$320	\$393	\$600	\$680
	Associate/Staff Lawyer	6	54	\$420	\$275	\$460	\$520	\$570
Employee Benefits (ERISA)	Partner/Shareholder- Equity/Non-Equity	1	10	\$437	\$425	\$430	\$450	\$493
	Associate/Staff Lawyer	2	5	\$327	\$305	\$325	\$330	\$380
Employment (FLSA, ADA, ADEA)	Partner/Shareholder- Equity/Non-Equity	9	26	\$413	\$350	\$400	\$495	\$515
	Associate/Staff Lawyer	7	9	\$299	\$210	\$305	\$315	\$525
Environmental	Partner/Shareholder- Equity/Non-Equity	5	27	\$457	\$405	\$460	\$510	\$525
	Associate/Staff Lawyer	2	9	\$292	\$280	\$300	\$305	\$350

Family Law/Domestic Relations	Partner/Shareholder- Equity/Non-Equity	4	9	\$402	\$350	\$365	\$420	\$595
	Associate/Staff Lawyer	3	5	\$315	\$260	\$315	\$325	\$440
Health Care	Partner/Shareholder- Equity/Non-Equity	2	6	\$254	\$202	\$222	\$340	\$340
	Associate/Staff Lawyer	1	2	\$177	\$176	\$177	\$178	\$178
Intellectual Property	Partner/Shareholder- Equity/Non-Equity	4	13	\$669	\$600	\$710	\$800	\$800
	Associate/Staff Lawyer	3	7	\$485	\$350	\$395	\$690	\$690
Labor/Collective Bargaining (Mgmt.)	Partner/Shareholder- Equity/Non-Equity	1	22	\$436	\$375	\$433	\$480	\$545
	Associate/Staff Lawyer	1	8	\$233	\$195	\$225	\$260	\$315
Maritime	Partner/Shareholder- Equity/Non-Equity	2	4	\$366	\$320	\$323	\$413	\$500
Natural Resources (oil/gas/coal/timber)	Partner/Shareholder- Equity/Non-Equity	1	2	\$563	\$485	\$563	\$640	\$640
Personal Injury	Partner/Shareholder- Equity/Non-Equity	5	14	\$417	\$335	\$400	\$500	\$505
	Associate/Staff Lawyer	3	7	\$248	\$200	\$230	\$300	\$345
Products Liability	Partner/Shareholder- Equity/Non-Equity	3	60	\$549	\$440	\$505	\$688	\$743
	Associate/Staff Lawyer	3	62	\$432	\$300	\$450	\$550	\$575
Real Estate	Partner/Shareholder- Equity/Non-Equity	3	22	\$572	\$515	\$598	\$650	\$695
	Associate/Staff Lawyer	2	30	\$291	\$240	\$283	\$330	\$380
Trusts/Estates/Probate	Partner/Shareholder- Equity/Non-Equity	3	6	\$527	\$500	\$523	\$545	\$600
Workers' Compensation	Partner/Shareholder- Equity/Non-Equity	2	4	\$299	\$265	\$300	\$333	\$340
Other Litigation Specialty	Partner/Shareholder- Equity/Non-Equity	10	129	\$533	\$440	\$505	\$610	\$750
	Associate/Staff Lawyer	7	53	\$353	\$295	\$325	\$400	\$500
Multiple Litigation Specialties	Partner/Shareholder- Equity/Non-Equity	20	331	\$463	\$375	\$450	\$550	\$640
	Associate/Staff Lawyer	19	198	\$309	\$250	\$290	\$335	\$500
Multidisciplinary	Partner/Shareholder- Equity/Non-Equity	6	15	\$411	\$335	\$405	\$525	\$540
	Associate/Staff Lawyer	4	65	\$458	\$415	\$470	\$500	\$550

INDIVIDUAL LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE**STANDARD HOURLY BILLING RATES****As of January 1, 2019**

Specialty/Years of Experience		Number of Offices	Number of Lawyers	Rate				
				Average \$	Lower Quartile \$	Median \$	Upper Quartile \$	Ninth Decile \$
Bankruptcy	2 or 3 years	1	2	\$318	\$285	\$318	\$350	\$350
	8 to 10 years	2	2	\$295	\$240	\$295	\$350	\$350
	16 to 20 years	3	4	\$578	\$550	\$580	\$605	\$625
	21 to 30 years	3	6	\$582	\$515	\$608	\$635	\$655
	31 or more years	6	12	\$572	\$505	\$588	\$625	\$695
Collections	4 or 5 years	1	2	\$240	\$240	\$240	\$240	\$240
	6 or 7 years	2	6	\$282	\$270	\$290	\$290	\$290
	8 to 10 years	1	2	\$305	\$300	\$305	\$310	\$310
	11 to 15 years	2	5	\$370	\$375	\$375	\$375	\$400
	16 to 20 years	1	5	\$369	\$360	\$370	\$370	\$390
	31 or more years	4	6	\$424	\$300	\$440	\$535	\$545
Commercial/Contracts	Under 2 years	2	3	\$273	\$235	\$245	\$340	\$340
	2 or 3 years	4	4	\$306	\$275	\$300	\$338	\$350
	4 or 5 years	6	10	\$294	\$270	\$305	\$315	\$318
	6 or 7 years	3	4	\$363	\$325	\$355	\$400	\$425
	8 to 10 years	6	11	\$381	\$310	\$355	\$425	\$525
	11 to 15 years	7	25	\$446	\$390	\$420	\$475	\$600
	16 to 20 years	6	7	\$485	\$350	\$425	\$600	\$800
	21 to 30 years	7	27	\$556	\$400	\$510	\$680	\$775
	31 or more years	8	35	\$600	\$460	\$600	\$730	\$825
Criminal	6 or 7 years	2	2	\$503	\$500	\$503	\$505	\$505
	8 to 10 years	1	3	\$563	\$550	\$570	\$570	\$570
	11 to 15 years	1	4	\$719	\$653	\$718	\$785	\$815
	16 to 20 years	1	3	\$748	\$650	\$780	\$815	\$815
	21 to 30 years	1	4	\$791	\$778	\$793	\$805	\$815
	31 or more years	3	8	\$738	\$625	\$795	\$870	\$910
Education	31 or more years	2	2	\$493	\$435	\$493	\$550	\$550

Insured Defense	Under 2 years	4	7	\$299	\$200	\$260	\$395	\$415
	2 or 3 years	5	9	\$306	\$225	\$250	\$415	\$470
	4 or 5 years	2	6	\$373	\$250	\$360	\$500	\$520
	6 or 7 years	2	10	\$456	\$430	\$480	\$520	\$563
	8 to 10 years	4	14	\$437	\$300	\$510	\$550	\$570
	11 to 15 years	5	17	\$461	\$315	\$520	\$575	\$630
	16 to 20 years	3	8	\$517	\$400	\$550	\$625	\$650
	21 to 30 years	6	26	\$452	\$325	\$420	\$500	\$730
	31 or more years	7	25	\$470	\$325	\$405	\$590	\$680
	8 to 10 years	2	2	\$328	\$325	\$328	\$330	\$330
Employee Benefits (ERISA)	11 to 15 years	1	4	\$408	\$390	\$413	\$425	\$425
	16 to 20 years	1	3	\$442	\$430	\$430	\$465	\$465
	21 to 30 years	1	2	\$413	\$390	\$413	\$435	\$435
	31 or more years	2	6	\$493	\$465	\$493	\$520	\$540
	4 or 5 years	2	2	\$243	\$180	\$243	\$305	\$305
Employment (FLSA, ADA, ADEA)	6 or 7 years	1	2	\$223	\$210	\$223	\$235	\$235
	8 to 10 years	3	5	\$404	\$315	\$420	\$450	\$525
	11 to 15 years	4	4	\$454	\$393	\$410	\$515	\$610
	16 to 20 years	3	3	\$398	\$300	\$415	\$480	\$480
	21 to 30 years	8	11	\$423	\$385	\$400	\$495	\$500
	31 or more years	4	8	\$416	\$323	\$418	\$505	\$515
	Under 2 years	2	2	\$258	\$235	\$258	\$280	\$280
Environmental	4 or 5 years	2	4	\$290	\$275	\$298	\$305	\$310
	11 to 15 years	4	9	\$383	\$360	\$390	\$405	\$435
	21 to 30 years	3	13	\$447	\$425	\$435	\$465	\$510
	31 or more years	4	10	\$522	\$510	\$510	\$525	\$588
	11 to 15 years	1	2	\$333	\$315	\$333	\$350	\$350
Family Law/Domestic Relations	16 to 20 years	4	4	\$363	\$325	\$343	\$400	\$440
	21 to 30 years	3	4	\$421	\$358	\$370	\$485	\$595
	31 or more years	2	3	\$472	\$420	\$475	\$520	\$520
Health Care	16 to 20 years	1	2	\$215	\$202	\$215	\$227	\$227
	31 or more years	2	2	\$270	\$200	\$270	\$340	\$340
Intellectual Property	4 or 5 years	2	2	\$445	\$340	\$445	\$550	\$550
	8 to 10 years	2	5	\$523	\$380	\$395	\$690	\$800
	11 to 15 years	3	4	\$556	\$468	\$545	\$645	\$690
	21 to 30 years	5	5	\$655	\$685	\$710	\$725	\$800
	31 or more years	4	4	\$661	\$568	\$665	\$755	\$800

Labor/Collective Bargaining (Mgmt)	Under 2 years	1	3	\$192	\$185	\$195	\$195	\$195
	4 or 5 years	1	2	\$225	\$225	\$225	\$225	\$225
	8 to 10 years	1	2	\$305	\$295	\$305	\$315	\$315
	11 to 15 years	1	3	\$325	\$325	\$325	\$325	\$325
	16 to 20 years	1	4	\$401	\$340	\$395	\$463	\$480
	21 to 30 years	1	7	\$462	\$395	\$430	\$460	\$695
	31 or more years	1	8	\$473	\$418	\$475	\$528	\$570
	Maritime	31 or more years	2	\$410	\$320	\$410	\$500	\$500
Personal Injury	4 or 5 years	1	3	\$230	\$230	\$230	\$230	\$230
	8 to 10 years	3	4	\$284	\$245	\$295	\$323	\$345
	16 to 20 years	2	2	\$348	\$300	\$348	\$395	\$395
	21 to 30 years	3	4	\$503	\$478	\$503	\$528	\$550
	31 or more years	4	8	\$435	\$368	\$400	\$503	\$615
Products Liability	Under 2 years	2	4	\$356	\$298	\$405	\$415	\$415
	2 or 3 years	2	5	\$428	\$450	\$450	\$470	\$470
	4 or 5 years	3	18	\$397	\$300	\$450	\$500	\$520
	6 or 7 years	2	10	\$466	\$370	\$510	\$550	\$550
	8 to 10 years	3	5	\$385	\$330	\$360	\$385	\$550
	11 to 15 years	3	19	\$498	\$350	\$570	\$610	\$625
	16 to 20 years	3	15	\$441	\$340	\$440	\$610	\$655
	21 to 30 years	3	22	\$535	\$440	\$488	\$700	\$730
	31 or more years	3	28	\$598	\$495	\$563	\$730	\$790

Real Estate	Under 2 years	1	6	\$233	\$225	\$230	\$240	\$250
	2 or 3 years	1	5	\$283	\$235	\$250	\$300	\$400
	4 or 5 years	1	5	\$297	\$270	\$275	\$300	\$400
	6 or 7 years	1	8	\$336	\$303	\$323	\$363	\$420
	8 to 10 years	1	6	\$363	\$310	\$360	\$375	\$500
	11 to 15 years	1	7	\$442	\$380	\$450	\$515	\$525
	16 to 20 years	3	6	\$478	\$375	\$513	\$525	\$595
	21 to 30 years	1	9	\$555	\$520	\$550	\$600	\$650
	31 or more years	3	12	\$593	\$510	\$650	\$680	\$695
	21 to 30 years	2	3	\$523	\$500	\$525	\$545	\$545
Trusts/Estates/Probate	31 or more years	1	3	\$527	\$460	\$520	\$600	\$600
	11 to 15 years	2	2	\$330	\$320	\$330	\$340	\$340
Workers' Compensation	21 to 30 years	2	3	\$292	\$275	\$275	\$325	\$325
	Under 2 years	4	4	\$241	\$205	\$243	\$278	\$295
Other Litigation Specialty	2 or 3 years	3	8	\$268	\$250	\$290	\$300	\$330
	4 or 5 years	2	5	\$310	\$305	\$305	\$325	\$325
	6 or 7 years	6	13	\$352	\$305	\$355	\$395	\$425
	8 to 10 years	6	18	\$413	\$350	\$403	\$485	\$550
	11 to 15 years	6	25	\$464	\$370	\$445	\$575	\$675
	16 to 20 years	7	33	\$475	\$445	\$460	\$510	\$610
	21 to 30 years	8	45	\$544	\$450	\$530	\$640	\$730
	31 or more years	9	59	\$560	\$455	\$550	\$625	\$775
	Under 2 years	11	27	\$240	\$195	\$240	\$290	\$305
	2 or 3 years	13	48	\$280	\$225	\$285	\$305	\$385
Multiple Litigation Specialties	4 or 5 years	11	26	\$303	\$240	\$290	\$315	\$455
	6 or 7 years	15	46	\$317	\$260	\$293	\$325	\$500
	8 to 10 years	17	56	\$361	\$275	\$350	\$400	\$525
	11 to 15 years	15	61	\$384	\$325	\$375	\$410	\$545
	16 to 20 years	16	59	\$441	\$330	\$435	\$530	\$655
	21 to 30 years	19	110	\$445	\$375	\$453	\$525	\$603
	31 or more years	19	135	\$520	\$435	\$525	\$615	\$695
	Under 2 years	1	16	\$404	\$395	\$395	\$415	\$415
	2 or 3 years	1	15	\$456	\$450	\$450	\$470	\$470
	4 or 5 years	2	11	\$471	\$450	\$470	\$500	\$500
Multidisciplinary	6 or 7 years	1	10	\$539	\$520	\$550	\$550	\$560
	8 to 10 years	2	9	\$491	\$500	\$550	\$550	\$580
	11 to 15 years	2	2	\$283	\$190	\$283	\$375	\$375
	16 to 20 years	3	8	\$401	\$343	\$390	\$463	\$525
	21 to 30 years	5	7	\$438	\$340	\$410	\$550	\$610
	31 or more years	5	11	\$416	\$335	\$405	\$525	\$525